



**DIVISION OF ELEMENTARY
& SECONDARY EDUCATION**

Act 1240 Waiver Extension Request

District:	Helena West Helena School District
LEA Number:	5403000
Superintendent:	Dr. Keith McGee
Email:	kmcgee@hwhschools.org
Contact for Waiver:	Traci Holland
Contact Email:	tholland@hwhschools.org
Contact Phone:	870-338-4425
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:	A.C.A §§ 6-15-1004 A.C.A §§ 6-17-309 A.C.A §§ 6-17-401 A.C.A §§ 6-17-418 A.C.A §§ 6-17-902 A.C.A §§ 6-17-908 A.C.A §§ 6-17-919 Standard 4-D.1 DESE Rule - Educator Licensure
Duration Requested:	Three Years
Name of Open-Enrollment Charter Holding the Waiver	KIPP Delta
Schools, Grades or Classes the Wavier Will Apply To	J.F. Wahl Elementary, K-6, and Central High School, 7-12
PURPOSE OF THE WAIVER (Must check at least one)	<input checked="" type="checkbox"/> Enhance Student Learning Opportunities <input checked="" type="checkbox"/> Promote Innovation <input checked="" type="checkbox"/> Increase Equitable Access to Effective Teachers

- 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.**

The Helena West Helena School District is challenged on a yearly basis with recruiting licensed teachers to the district. The teacher shortage in our area is due to many factors, including many teachers retiring, many teachers leaving the profession before retirement, a low number of teacher education graduates, a low number of alternative teacher program candidates, and a lack of teachers willing to relocate in our area.

The Helena West Helena School District recognizes that the teacher in the classroom is the most important factor that affects student learning. We are requesting a waiver for teacher licensure to assist the Helena West Helena School District to fill our classrooms with individuals who have the passion and commitment to become a teacher but are not yet licensed. These prospective teachers have a bachelor's degree, which allows them to meet the definition of highly qualified under ESSA requirements. Helena West Helena School District's Recruitment and Retention Plan includes goals to increase the number of certified teachers as well as increasing the number of students pursuing careers in education. Action steps in our plan include recruitment bonuses for fully certified new hires, partnerships with colleges/universities/teacher preparatory programs, career/job fairs and advertisements, lead teachers to support and coach novice teachers (including a stipend for the lead teacher), district staff to monitor licensure pathway progress, and increase the Educator Rising program throughout the district.

Over time, Helena West Helena School District has been able to fill numerous positions. Extending the Act 1240 waiver will allow us to continue to be innovative in recruiting and training effective professionals and assisting them in becoming licensed teachers. The Act 1240 is an excellent recruitment tool which will allow us to recruit college graduates willing to enter a non-traditional education program to become a fully licensed teacher. Our district is committed to not only recruiting these teachers but also retaining them so that hopefully they will retire from our district.

Helena West Helena School District is requesting that you give us your utmost consideration and grant us an extension of our current Act 1240 waiver. The current waiver has been very helpful when it comes to recruiting and hiring quality staff to teach our students. We are a very high poverty school district in a low-income area. The decline in the economy of Phillips County and the surrounding areas has caused hardship when attempting to convince qualified candidates to choose our district. The current waiver has allowed us to recruit teacher candidates with content knowledge to fill teaching positions that live in our community. The benefit to students is that they have a teacher with knowledge in the content area. These teachers are community members and have a vested interest in our students. We strive to attract the best teachers for our students so that they can learn.

Additionally, the Act 1240 waiver for licensure will give us the opportunity to recruit and work with individuals, who want to become teachers and be a part of our school and community. If our Act 1240 waiver is extended, it will allow us to hire staff with content area expertise which will in turn enhance student learning opportunities by providing real life experiences in the subject area. It will allow the district to promote innovation by growing our own teachers.

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

Our students will have access to educators with content knowledge, experience, and community ties. The district will provide professional learning opportunities as well as opportunities provided at Great Rivers Educational Cooperative and professional learning and support from DESE. Most of our current teachers hired under our Act 1240 waiver live in our area and have established relationships within the community. Familiarity with our culture and community will help teachers build rapport with students and is beneficial to student achievement. Helena West Helena is committed to effectively operating as a Professional Learning Community (PLC). This structure will ensure high levels of student achievement. As part of operating as a PLC, we expect all teachers to provide rigorous Tier I grade level instruction to ensure high levels of learning for all students.

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

Our main goal is to no longer need an extension of this Act 1240 waiver for teacher licensure in future years. How we monitor and evaluate the effectiveness of this waiver will be contingent on our success. District level administrators as well as building principals will monitor teacher progress towards licensure. We will continue to monitor waiver teachers weekly through face to face, Zoom and email check-ins. Also, bi-monthly surveys will be administered to gauge support needed. Waiver teachers will be expected to complete all specified requirements yearly. Teachers will be provided support from the district, Great Rivers Educational Cooperative Mentoring Program for Novice Teachers, and vendor contracts. Helena-West Helena School District has contracted with Dr. Brent Miller as well as utilizing Title II funds to contract with AR Consulting and Recruitment (Merlina McCullough) for novice teacher support; additionally, the district is implementing a mentoring program so that each new teacher will be assigned a mentor at their campus. The mentor and novice will meet weekly. The principal will help monitor and evaluate teaching and learning and assist the teacher in areas of need. The teacher's principal and the Deputy Superintendent for the district will provide support and additional resources for the teacher to increase the teacher's success in the classroom.

New Teacher Orientation will be offered by the district and all newly licensed and Act 1240 teachers are required to attend. In addition, all Act 1240 teachers will attend professional development trainings that address their content areas, instructional strategies and classroom management. Throughout the school year, the Act 1240 teachers will work in collaborative Professional Learning Communities to create common assessment and scoring rubrics to be used to measure student achievement, review achievement data, and develop plans of actions to increase student achievement. Data from these assessments will be used to monitor the degree to which the students are learning the standards and the degree of the teacher's effectiveness in the classroom.

The effectiveness of the waiver will be evaluated by the effectiveness of the teachers. Teachers will be trained in TESS and after the first semester of teaching, the principal will work with the teachers and help them develop a professional growth plan. The teachers will be evaluated annually according to the TESS model and the aggregate data will be reviewed annually.

4. Describe how the waiver has ensured success in the school or district over the period the waiver was in effect. PROVIDE DATA OR EVIDENCE TO SUPPORT YOUR ANSWER.

Over the past few years, Helena-West Helena School District has been able to reduce the total number of waiver teachers. Some waiver teachers have resigned, some have received a standard license, and some have been awarded a provisional license. We started the 2021-2022 school year with 21 waiver teachers; that number has decreased to eight waiver teachers for the 2023-2024 school year.

2021-2022 School Year:

- Helena-West Helena School District employed 21 waiver teachers.
 - One received standard license, seven resigned, and one was non-renewed bringing the total number of waiver teachers to 12.

2022-2023 School Year:

- Helena-West Helena School District hired one waiver teacher and one paraprofessional moved to a 1240 waiver bringing the total number of teachers to 14.
 - One para was moved to a 1240 mid-year along with a new hire bringing the total number of waiver teachers to 16.
 - Seven received their provisional license and four resigned bringing the total number of waiver teachers to five to end the school year.

2023-2024 School Year:

- Helena-West Helena School District hired three fully certified teachers and three waiver teachers, bringing the total number of waiver teachers to eight.

Helena-West Helena School District

RESOLUTION OF HELENA-WEST HELENA SCHOOL DISTRICT

WHEREAS, the Commissioner of Education conducted a special meeting on July 20, 2023;

WHEREAS, pursuant to Arkansas Code Annotated §§ §§ 6-15-1004, 6-17-309, 6-17-401, 6-17-418 et seq.;

WHEREAS, the Commissioner considered the district's request to submit a waiver application to the Arkansas Department of Education;

WHEREAS, the Commissioner, upon due consideration and deliberation, hereby approves this Resolution for the purpose of an Act 1240 Waiver and;

NOW, THEREFORE, the Commissioner acting as the Board regarding all personnel related actions hereby authorizes the Superintendent of Helena-West Helena School District to immediately petition the State Board of Education for a waiver of teacher licensure.

**Helena-West Helena School District
Personnel Recommendation
Board Packet
Submitted: 07/19/23**

Superintendent's Report

Action Item I: Approval of Act 1240 Waiver Extension Request

Resolution to approve the Act 1240 Waiver Extension request. .

Approved by:



Commissioner Jacob Oliva
Arkansas Department of Education

Action Item II: Certified

Hire recommended staff.

Approved by:

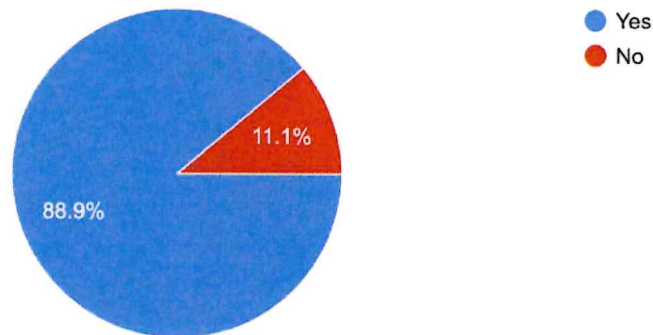


Commissioner Jacob Oliva
Arkansas Department of Education

2023 Act 1240 Survey Results

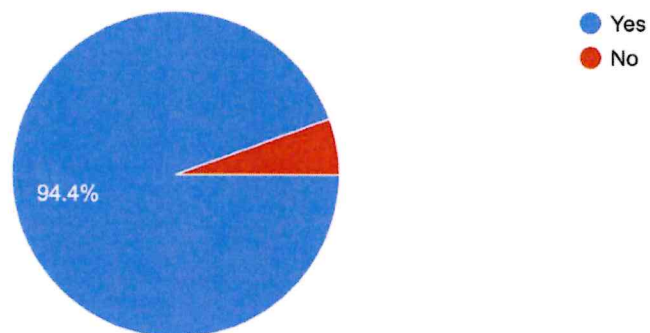
Do you think Helena-West Helena School District should apply for Act 1240 waivers to provide qualified teachers?

36 responses



Do you believe Act 1240 waivers are beneficial?

36 responses



If you answered yes, please explain how Act 1240 waivers are beneficial.

The waiver helps to fill positions that are vacant and allows for personnel to get help in acquiring a teaching license.

Act 1240 waivers are only beneficial if they are hiring in the area of their Degree

It gives ample time for the teachers to pass the needed tests like TOEFL and Praxis .

Very helpful in allowing quality teachers who has passion and commitment to teach our students. These opportunities will benefit those who are already living in the community regardless of teachers nationalities just like us Filipino teachers who are J1 visa holders more than willing to stay to teach and impact our students academic and extra curricular achievements.

I believe they are beneficial because of the teacher shortage in the state and everywhere else. If the individuals are taking g the necessary steps to complete the requirements to become a certified teacher they are proving that they are committed to the profession.

The ACT 1240 would be great for the district because of the teacher shortage in our school district.

It will help teachers to have more time be qualified

As one of the international teacher in Arkansas, it will be beneficial for me so I can continue my teaching service in my school.

The teaching profession is currently experiencing a teacher shortage, especially in rural areas. Although I believe we should apply for the waiver, I believe that the waiver teachers should have to pass the required assessments. It's beneficial, but I do not believe that teachers should be on the waiver for 5+ years.

It can help with getting more technology experience

Our district is in an impoverished area. We have great difficulty find certified teachers to fill all the positions that are left vacant each year. This act helps us fill those positions.

It will help the school district keep and recruit good teachers especially in Delta Region where there's no enough teacher applicants.

Give classified teachers more time to complete the required exams in order for them to be licensed teachers.

Most of the 1240 teachers are from this community and is truly invested and concerned about this community's future.

ACT 1240 gives individuals the opportunity to gain classroom experience that they would not have otherwise had. Additionally, it allows an alternative route to obtaining your teacher licensure.

As long as there is shortage of licensed teachers in the school district. This waiver could help fill up the gap instead of leaving the kids without teachers in the classroom.

Act 1240 would give an opportunity to teachers who are still working on their license. It is understood that having a license is important, but to be able to teach efficiently can be accomplished even when the license is yet to be acquired.

Because some majored in different fields but can qualify as a teacher

The waiver assist with providing instructions to students. Without the waiver, the students will not have teachers due to inability to find people who will relocate to this area.

Yes, since there is a need for certified teachers. We need to put a timeframe on those who are seeking this path, Some teacher in our district have been on this path since 2015. There is a need if we are seriouw

Act 1240 waivers help to temporarily fill needed positions until that teacher becomes certified or a certified teacher is employed.

Most of the time we fail to invest in the people in our communities. It will beneficial in the long run. I think you would see less teachers leaving each year.

It allows equal opportunity for all students

In critical shortage circumstances they are beneficial.

Waivers are beneficial in cases where there are a shortage of qualified teachers.

The teachers who are employed under the Act 1240 waiver are individuals who have a desire to teach but have no licensure. There is indeed a teacher shortage and these individuals are willing to fill the gaps. They will receive the proper training while getting firsthand knowledge of being an educator. The teachers are bringing grit, zest, and a wealth of knowledge to the districts they will service.

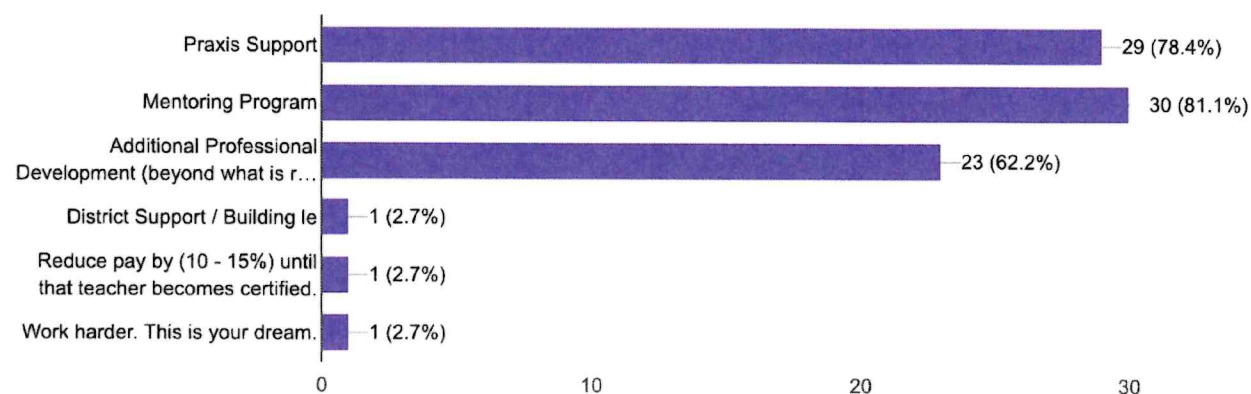
i gives some teaches that have not passed the test a opportunity to teach even though some people are not good test takers

It would benefit the ones who go on the waiver and get licensed in the time allowed and serious about wanting to teach.

It gives people an alternative route to obtain their teaching license while getting hands on experience.

What additional supports should be provided to teachers seeking alternative certification? (Choose all that apply)

37 responses





Arkansas Qualified Teacher Designation Form

Arkansas Qualified Teacher (AQT) is a designation that a teacher, who is not licensed in the content area he or she is teaching, has content knowledge in that subject/area. To meet AQT requirements this form must be used to document demonstrated content knowledge.

IMPORTANT: AQT is ONLY required as follows:

1. When teaching a **core academic subject*** (for which the teacher is not licensed) at a school (or other educational entity) that has received a legal waiver of licensure, or
2. When teaching a **core academic subject*** in Special Education or in an Alternative Learning Environment (ALE).

Note: Any teacher who has previously demonstrated HQT status is automatically AQT in that subject/area.

To be AQT one must have at least a bachelor's degree, and must demonstrate content knowledge in the subject/area. The school or district administrator shall determine that the educator meets the eligibility requirements for the subject/area(s) being taught and must keep all appropriate documentation on file.

Teacher Name Tyion Carter Date 8/4/2023
School CENTRAL High School District Helena-West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

* **Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|--|--|---|
| <input type="checkbox"/> Art | <input type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input checked="" type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher

☒ Degree BS Date Awarded 2022 Institution Tuskegee University

AND must meet at least one of the following *eligibility requirements*. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☒ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☐ The teacher has documented *successful, relevant work experience*¹ in the teaching area.

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

For Special Education, the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas Special Education license or be teaching under an approved Additional Licensure Plan waiver for Special Education

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

8/4/2023

Date

Teacher's signature

Date

SECTION II (only if necessary).

For Alternative Learning Environment and/or Special Education ONLY

To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- ☐ Art ☐ Elementary (K-6) ☐ Music ☐ Science
☐ English/Language Arts ☐ Foreign Language. ☐ Math ☐ Social Studies

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours _____ 5.6 pts per credit hour	
National Teacher Exam Content Area Assessment(s) for this content area. Label, and attach description.	50 pts	
Served in an administrative capacity in the content area, e.g., Dept. chair, School Improvement chair, Lead teacher, etc. (10 pts per year) Label, and attach description.	# of years served	



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IMPORTANT: AQT is ONLY required as follows:

1. When teaching a **core academic subject*** (for which the teacher is not licensed) at a school (or other educational entity) that has received a legal waiver of licensure, or
2. When teaching a **core academic subject*** in Special Education or in an Alternative Learning Environment (ALE).

Note: Any teacher who has previously demonstrated HQT status is automatically AQT in that subject/area.

To be AQT one must have at least a bachelor's degree, and must demonstrate content knowledge in the subject/area. The school or district administrator shall determine that the educator meets the eligibility requirements for the subject/area(s) being taught and must keep all appropriate documentation on file.

Teacher Name Victoria Parker Date 8/4/2023
School JF Wahl District Helena West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

*** Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|--|--------------------------------|---|
| <input type="checkbox"/> Art | <input checked="" type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher

☒ Degree MAT Date Awarded 10/20/19 Institution Purdue University Global

AND must meet at least one of the following *eligibility requirements*. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☐ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☒ The teacher has documented *successful, relevant work experience*¹ in the teaching area.

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

For Special Education, the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas Special Education license or be teaching under an approved Additional Licensure Plan waiver for Special Education

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

8/4/2023

Date

Teacher's signature

Date

SECTION II (only if necessary).

For Alternative Learning Environment and/or Special Education ONLY

To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- ☐ Art ☐ Elementary (K-6) ☐ Music ☐ Science
☐ English/Language Arts ☐ Foreign Language. ☐ Math ☐ Social Studies

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours 5.6 pts per credit hour	
National Teacher Exam Content Area Assessment(s) for this content area. Label, and attach description.	50 pts	
Served in an administrative capacity in the content area, e.g., Dept. chair, School Improvement chair, Lead teacher, etc. (10 pts per year) Label, and attach description.	# of years served	



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2. When teaching a **core academic subject** * in Special Education or in an Alternative Learning Environment (ALE).

Note: Any teacher who has previously demonstrated HQT status is automatically AQT in that subject/area.

To be AQT one must have at least a bachelor's degree, and must demonstrate content knowledge in the subject/area. The school or district administrator shall determine that the educator meets the eligibility requirements for the subject/area(s) being taught and must keep all appropriate documentation on file.

Teacher Name Bianca Collier Date 8/4/2023
School Central High School District Helena West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

*** Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|--|--------------------------------|---|
| <input type="checkbox"/> Art | <input checked="" type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher
☒ Degree Bachelor's Date Awarded 5/2/15 Institution Philander Smith College

AND must meet at least one of the following eligibility requirements. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☐ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☒ The teacher has documented *successful, relevant work experience*¹ in the teaching area. (Math)

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

For Special Education, the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas Special Education license or be teaching under an approved Additional Licensure Plan waiver for Special Education

AND, either:

- ☐ Met one of the *eligibility requirements* above, **or**
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, **or**
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, **or**
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, **or**
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

8/3/2023

Date

Teacher's signature

Date

SECTION II (only if necessary).

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To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- ☐ Art ☐ Elementary (K-6) ☐ Music ☐ Science
☐ English/Language Arts ☐ Foreign Language. ☐ Math ☐ Social Studies

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours 5.6 pts per credit hour	
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Teacher Name Donna Edmond Date 8/4/2023
School Central High School District Helena West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

*** Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|---|--------------------------------|--|
| <input type="checkbox"/> Art | <input type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language | <input type="checkbox"/> Math | <input checked="" type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher

☒ Degree Master's Date Awarded 8/9/10 Institution Ashford University
3/19/12

AND must meet at least one of the following eligibility requirements. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☐ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☒ The teacher has documented *successful, relevant work experience*¹ in the teaching area.

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

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☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

8/4/2023

Date

Teacher's signature

Date

SECTION II (only if necessary).

For Alternative Learning Environment and/or Special Education ONLY

To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- ☐ Art ☐ Elementary (K-6) ☐ Music ☐ Science
☐ English/Language Arts ☐ Foreign Language. ☐ Math ☐ Social Studies

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours 5.6 pts per credit hour	
National Teacher Exam Content Area Assessment(s) for this content area. Label, and attach description.	50 pts	
Served in an administrative capacity in the content area, e.g., Dept. chair, School Improvement chair, Lead teacher, etc. (10 pts per year) Label, and attach description.	# of years served	



Arkansas Qualified Teacher Designation Form

Arkansas Qualified Teacher (AQT) is a designation that a teacher, who is not licensed in the content area he or she is teaching, has content knowledge in that subject/area. To meet AQT requirements this form must be used to document demonstrated content knowledge.

IMPORTANT: AQT is ONLY required as follows:

1. When teaching a **core academic subject** * (for which the teacher is not licensed) at a school (or other educational entity) that has received a legal waiver of licensure, or
2. When teaching a **core academic subject** * in Special Education or in an Alternative Learning Environment (ALE).

Note: Any teacher who has previously demonstrated HQT status is automatically AQT in that subject/area.

To be AQT one must have at least a bachelor's degree, and must demonstrate content knowledge in the subject/area. The school or district administrator shall determine that the educator meets the eligibility requirements for the subject/area(s) being taught and must keep all appropriate documentation on file.

Teacher Name Tyion Carter Date 8/4/2023
School CENTRAL High School District Helena-West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

*** Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|--|--|---|
| <input type="checkbox"/> Art | <input type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input checked="" type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher

☒ Degree BS Date Awarded 2022 Institution Tuskegee University

AND must meet at least one of the following eligibility requirements. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☒ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☐ The teacher has documented *successful, relevant work experience*¹ in the teaching area.

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

For Special Education, the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas Special Education license or be teaching under an approved Additional Licensure Plan waiver for Special Education

AND, either:

- ☐ Met one of the *eligibility requirements* above, **or**
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, **or**
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, **or**
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, **or**
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

8/4/2023

Date

Teacher's signature

Date

SECTION II (only if necessary).

For Alternative Learning Environment and/or Special Education ONLY

To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- ☐ Art ☐ Elementary (K-6) ☐ Music ☐ Science
☐ English/Language Arts ☐ Foreign Language. ☐ Math ☐ Social Studies

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours _____ 5.6 pts per credit hour	
National Teacher Exam Content Area Assessment(s) for this content area. Label, and attach description.	50 pts	
Served in an administrative capacity in the content area, e.g., Dept. chair, School Improvement chair, Lead teacher, etc. (10 pts per year) Label, and attach description.	# of years served	



Arkansas Qualified Teacher Designation Form

Arkansas Qualified Teacher (AQT) is a designation that a teacher, who is not licensed in the content area he or she is teaching, has content knowledge in that subject/area. To meet AQT requirements this form must be used to document demonstrated content knowledge.

IMPORTANT: AQT is ONLY required as follows:

1. When teaching a **core academic subject** * (for which the teacher is not licensed) at a school (or other educational entity) that has received a legal waiver of licensure, or
2. When teaching a **core academic subject** * in Special Education or in an Alternative Learning Environment (ALE).

Note: Any teacher who has previously demonstrated HQT status is automatically AQT in that subject/area.

To be AQT one must have at least a bachelor's degree, and must demonstrate content knowledge in the subject/area. The school or district administrator shall determine that the educator meets the eligibility requirements for the subject/area(s) being taught and must keep all appropriate documentation on file.

Teacher Name Victoria Parker Date 8/4/2023
School JF Wahl District Helena West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

*** Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|--|--------------------------------|---|
| <input type="checkbox"/> Art | <input checked="" type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher
☒ Degree MAT Date Awarded 10/20/19 Institution Purdue University Global

AND must meet at least one of the following *eligibility requirements*. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☐ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☒ The teacher has documented *successful, relevant work experience*¹ in the teaching area.

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

For Special Education, the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas Special Education license or be teaching under an approved Additional Licensure Plan waiver for Special Education

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

Date

8/4/2023

Teacher's signature

Date

SECTION II (only if necessary).

For Alternative Learning Environment and/or Special Education ONLY

To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- | | | | |
|--|--|--------------------------------|---|
| <input type="checkbox"/> Art | <input type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours _____ 5.6 pts per credit hour	
National Teacher Exam Content Area Assessment(s) for this content area. Label, and attach description.	50 pts	
Served in an administrative capacity in the content area, e.g., Dept. chair, School Improvement chair, Lead teacher, etc. (10 pts per year) Label, and attach description.	# of years served _____	



Arkansas Qualified Teacher Designation Form

Arkansas Qualified Teacher (AQT) is a designation that a teacher, who is not licensed in the content area he or she is teaching, has content knowledge in that subject/area. To meet AQT requirements this form must be used to document demonstrated content knowledge.

IMPORTANT: AQT is ONLY required as follows:

1. When teaching a **core academic subject** * (for which the teacher is not licensed) at a school (or other educational entity) that has received a legal waiver of licensure, or
2. When teaching a **core academic subject** * in Special Education or in an Alternative Learning Environment (ALE).

Note: Any teacher who has previously demonstrated HQT status is automatically AQT in that subject/area.

To be AQT one must have at least a bachelor's degree, and must demonstrate content knowledge in the subject/area. The school or district administrator shall determine that the educator meets the eligibility requirements for the subject/area(s) being taught and must keep all appropriate documentation on file.

Teacher Name Bianca Collier Date 8/4/2023
School Central High School District Helena West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

*** Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|--|--------------------------------|---|
| <input type="checkbox"/> Art | <input checked="" type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language | <input type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher
☒ Degree Bachelor's Date Awarded 5/2/15 Institution Philander Smith College

AND must meet at least one of the following eligibility requirements. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☐ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☒ The teacher has documented *successful, relevant work experience*¹ in the teaching area. (Math)

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

For Special Education, the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas Special Education license or be teaching under an approved Additional Licensure Plan waiver for Special Education

AND, either:

- ☐ Met one of the *eligibility requirements* above, **or**
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, **or**
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, **or**
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, **or**
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

8/3/2023

Date

Teacher's signature

Date

SECTION II (only if necessary).

For Alternative Learning Environment and/or Special Education ONLY

To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- | | | | |
|--|--|--------------------------------|---|
| <input type="checkbox"/> Art | <input type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours 5.6 pts per credit hour	
National Teacher Exam Content Area Assessment(s) for this content area. Label, and attach description.	50 pts	
Served in an administrative capacity in the content area, e.g., Dept. chair, School Improvement chair, Lead teacher, etc. (10 pts per year) Label, and attach description.	# of years served	



Arkansas Qualified Teacher Designation Form

Arkansas Qualified Teacher (AQT) is a designation that a teacher, who is not licensed in the content area he or she is teaching, has content knowledge in that subject/area. To meet AQT requirements this form must be used to document demonstrated content knowledge.

IMPORTANT: AQT is ONLY required as follows:

1. When teaching a **core academic subject*** (for which the teacher is not licensed) at a school (or other educational entity) that has received a legal waiver of licensure, or
2. When teaching a **core academic subject*** in Special Education or in an Alternative Learning Environment (ALE).

Note: Any teacher who has previously demonstrated HQT status is automatically AQT in that subject/area.

To be AQT one must have at least a bachelor's degree, and must demonstrate content knowledge in the subject/area. The school or district administrator shall determine that the educator meets the eligibility requirements for the subject/area(s) being taught and must keep all appropriate documentation on file.

Teacher Name Donna Edmond Date 8/4/2023
School Central High School District Helena West Helena

TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES ARE TO BE KEPT BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.

* **Core Academic Subjects (Check the area in which AQT is sought.)**

- | | | | |
|--|--|--------------------------------|--|
| <input type="checkbox"/> Art | <input type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input type="checkbox"/> Math | <input checked="" type="checkbox"/> Social Studies |

SECTION I.

To be AQT the teacher must have a bachelor's degree or higher

☒ Degree Master's Date Awarded 8/9/10 Institution Ashford University
3/19/12

AND must meet at least one of the following eligibility requirements. (Check those that apply.)

- ☐ The degree is in the content area the teacher will teach; or
- ☐ The teacher has minimum of eighteen (18) college credit hours in the content area he or she will teach; or
- ☐ The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area he or she will teach; or
- ☐ The teacher has National Board Certification in the content area he or she will teach; or
- ☒ The teacher has documented *successful, relevant work experience*¹ in the teaching area.

¹ *Successful, relevant work experience* means 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, as supported by two (2) professional letters of recommendation from the educator's employer or supervisor.

For Special Education, the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas Special Education license or be teaching under an approved Additional Licensure Plan waiver for Special Education

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

For Alternative Learning Environment the teacher must have at least a bachelor's degree and...

- ☐ Hold an Arkansas teaching license (except where licensure is officially waived)

AND, either:

- ☐ Met one of the *eligibility requirements* above, or
☐ Successfully completed a general content area assessment approved by the State Board of Education, i.e. Praxis 5511, or
☐ Demonstrate content knowledge in the area using the AQT Criteria in **SECTION II** below.

Dionne Britton

School District Administrator's name

Dionne Britton

School District Administrator's signature

8/4/2023

Date

Teacher's signature

Date

SECTION II (only if necessary).

For Alternative Learning Environment and/or Special Education ONLY

To demonstrate subject area content knowledge using **SECTION II** a teacher must accumulate at least 100 points in the selected area.

- | | | | |
|--|--|--------------------------------|---|
| <input type="checkbox"/> Art | <input type="checkbox"/> Elementary (K-6) | <input type="checkbox"/> Music | <input type="checkbox"/> Science |
| <input type="checkbox"/> English/Language Arts | <input type="checkbox"/> Foreign Language. | <input type="checkbox"/> Math | <input type="checkbox"/> Social Studies |

AQT Criteria	Value	Points Earned
Content test taken for licensure in another state. Label, and attach description.	100 pts	
College/University coursework in the content area (if less than 18 hours). Attach list of coursework.	# credit hours 5.6 pts per credit hour	
National Teacher Exam Content Area Assessment(s) for this content area. Label, and attach description.	50 pts	
Served in an administrative capacity in the content area, e.g., Dept. chair, School Improvement chair, Lead teacher, etc. (10 pts per year) Label, and attach description.	# of years served	