



## Act 1240 District Waiver Request Extension

<b>District:</b>	<b>Lafayette County School District</b>
<b>LEA Number:</b>	3704013
<b>Superintendent:</b>	Robert Edwards
<b>Email:</b>	edwardsr@lcs.k12.ar.us
<b>Contact for Waiver:</b>	Opal Anderson
<b>Contact Email:</b>	andersono@lcs.k12.ar.us
<b>Contact Phone:</b>	(970) 921-5094
<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>	<b>Teacher Licensure</b>
<b>Standards/Statutes/Rules:</b>	Ark. Code Ann. 6-17-309– Teacher Licensure waivers Ark. Code Ann. 6-17-401– Teacher Licensure-Licensure requirements Ark. Code Ann. 6-17-418- Arkansas History Teacher Ark. Code Ann. 6-17-902- Salaries - Teacher Definition Ark. Code Ann. 6-17-908 -Teacher Salary Fund Ark. Code Ann. - 6-17-919 Salaries - Warrants Void Without Valid License and Contract Ark. Code Ann. 6-15-1004– Qualified teacher in every classroom DESE Rules Governing Nutrition and Physical Activity, Section 7.09.1; 7.09.2; and 7.10 DESE Rules Governing Educator Licensure Section 7 only Standard for Accreditation 4-D.1
<b>Duration Requested:</b>	2022-2023-2026-2027
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Arkansas Virtual Academy
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	Lafayette County Elementary K-6 Lafayette County High 7-12

**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.**

Lafayette County School District is challenged on a yearly basis of recruiting licensed teachers to the district. The teacher shortage in our area is due to many factors, including but not limited to many teachers retiring, many teachers leaving the teaching profession before retirement, a low number of teacher education graduates, a low number of alternative teacher program candidates, a low teacher pay scale as compared to other parts of the state, and a lack of teachers willing to relocate to our area.

Lafayette County School district recognizes that the teacher in the classroom is the single most important factor that influences learning in the classroom. While we strive to attract and retain the most highly qualified, licensed teachers for our students, we are faced with the reality of the teacher shortage. Therefore, we are requesting a waiver for teacher licensure. The waivers we are requesting will allow us to fill classrooms with individuals who have the passion and commitment to be a teacher but are not yet licensed. These prospective teacher candidates have a bachelor's degree, which allows them to meet the definition of highly qualified under ESSA requirements.

Over the life of the current waiver, we were able to fill numerous positions. However, several of the ones that were hired left our District once they became licensed. Currently, we have five teachers teaching under our current waiver. Each of the five candidates are enrolled in a pathway to licensure. (MAT-6, APPEL-4). Lafayette County's current waiver will expire, September 15, 2022; therefore, the district is requesting for an extension of the waiver so that we can continue to work toward getting the current Act 1240 teachers licensed and able to have the waiver in place if we cannot find licensed teachers for the upcoming school years.

Obtaining an Act 1240 waiver will allow us to be innovative in recruiting and training effective professionals and assisting them in becoming licensed teachers. The ACT 1240 waiver is a great recruitment tool for college graduates willing to enter a non-traditional education program to become a fully licensed

teacher. Our district is committed to supporting these teachers so that they will teach until they retire from our school. The district is willing to invest in teacher candidates that will provide stability in teaching and learning for our students, district, and community.

Lafayette County 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 for licensure 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 Lafayette County and the surrounding areas has caused a hardship when attempting to convince qualified candidates to choose our district. The district competes for teachers with surrounding areas that have higher salary schedules and housing. 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. The benefit to staff and the district is that of collegiality. 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 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. We have three 1240 teachers who were previously instructional assistants and is now in the process of becoming licensed teacher. Because of their prior work experience in our district with all levels of students, we can increase equitable access to effective teachers.

By granting an extension of Lafayette County School District’s current Act 1240 waiver for licensure will benefit both the district and the state by soliciting persons with bachelor’s degrees to enter the teacher profession. In accordance, providing another avenue for licensure while working full time could help with the teacher shortage in high poverty areas. Lafayette County School District requires candidates hired under a 1240 waiver to enroll in a program for licensure to become a fully licensed Arkansas Teacher.

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

The students will have access to educators with content knowledge experience and community ties. Most of our current teachers hired under our 1240 waiver live in our community and have served as instructional aides in the building in which they’re currently assigned to teach. Building relationships and rapport with students is beneficial to student achievement.

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

Teachers will be monitored for progress toward licensure. They will be expected to complete all specified requirements yearly. Teachers will be provided support from the district and through Southwest Arkansas Mentoring Program for Novice Teachers. The principals, and math and literacy coaches will help to monitor and evaluate teaching and learning and assist the teacher in areas of need. The teacher’s principal and the federal coordinator for the district will provide support and additional resources for the teacher to aid in the teacher’s success in the classroom and assist with the teacher becoming a licensed teacher.

New Teacher Orientation will be offered by the district and all newly licensed and Act 1240 teacher will have to attend. In addition, all Act 1240 teachers will attend professional development trainings that address

their subject area, teaching and learning, 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 teachers' 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 teacher and help them develop a professional growth plan. The teacher 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.**

**A. The number of positions filled by a teacher employed under the waiver over the course of the waiver:** Fourteen (14) people have been hired under the waiver over a five-year span. As of the spring of 2022, five (5) remains teaching under the waiver.

Year	Number Employed	Number Retained
2021-2022	5	
2020-2021	1	1
2019-2020	5	5
2018-2019	4	3
2017-2018	5	1

**B. The number of teachers employed under the waiver that have obtained licensure:** Over the course of the waiver 7 have obtained a Standard License. However, 5 of the 7 that have received a Standard license have left the district. Only 2 remains. Currently, we have 2 have that has obtained a Provisional License and continues to work toward getting a standard license within the next year.

Year	Number	Licensure Type	Notes
2021-2022	2	Standard	<ul style="list-style-type: none"> <li>Received Standard in January 2022</li> </ul>
2020-2021	4	Provisional	<ul style="list-style-type: none"> <li>Two of the 4 received their standard license in Jan. 2022</li> <li>One needs to complete one more micro-credential and pass the Foundations of Reading test to receive her Standard license. She has one year left on her provisional to get everything done.</li> <li>One needs to complete one more micro-credential complete the MAT program and pass the Foundations of Reading test to receive her Standard license. She has one year left on her provisional to get everything done.</li> </ul>
2019-2020	0		

2018-2019	1	Standard	Received during second year of teaching
2017-2018	4	Standard	Received during first semester after being hired under waiver

**C. The number of teachers employed under the waiver that are actively engaged in a licensure pathway program:** Currently, we have three (3) people in a program. Three (3) are expected to get in a program during the summer of 2022.

Year	Number in Program	Type of Program	Notes
2021-2022	3	(2) MAT (SAU) (1) APPEL	(1) Will complete MAT program in May 2022 and obtain a Standard License.
2020-2021	5	(4) MAT-SA (1) Traditional (UCA)	3 have completed program MAT; however, one has not been able to obtain a provisional nor a standard license due to testing requirements 1 completed Traditional program of study, has a provisional license and is on track to get standard license once she completes micro-credential and passes Foundation of Reading
2019-2020	5	(4) MAT-SA (1) Traditional (UCA)	Started programs Graduated from UCA's traditional Program of Study.
2018-2019	1	Traditional Graduate	This individual passed her Praxis during her second year of teaching under the waiver.
2017-2018	5	Traditional Graduate	All these individuals completed a traditional program but had not passed their Praxis at the time hire. Four (4) of these individuals passed the Praxis and received their standard license during their first semester of teaching.

### Overall Progress

- As of spring of 2022, LCSD has 3 teachers at the elementary hired under the ACT 1240 waiver and 2 at the high school teaching under an Act 1240 waiver.
- Over the course of the 5-year Act 1240 waiver, Lafayette County School District has hired 14 teachers to teach in our district. Of the 14 hired, 5 have left the district and 9 continues to remain.
- 2 of the remaining 9 have received a Standard license.
- 4 of the remaining 9 have obtained a provisional license. Two (2) of these (9) should have their Standard license at the end of this school year)
- 2 of the ones hired under the Act 1240 waiver for the 2022 school year will enter a program in summer of 2020.
- 1 of the (5) that is currently teaching under the waiver for the 2022 school year has completed the program but has yet to pass the Praxis. She continues to work with the local coop and DESE to attend Test Prep sessions to help with passing the Praxis.

Lafayette County School District  
District Guiding Coalition PLC

**Our Mission:** The Lafayette County School District provides all students with educational programs and opportunities to develop their skills, knowledge, and character in a safe and respectful environment.

**Our Vision:** Lafayette County School district will prepare all students with the necessary skills and knowledge to be successful in college and careers.

<b>Department:</b> Federal Programs	<b>Team Focus: 4 Critical Questions:</b>
<b>Date:</b> February 14, 2022	1. What do we want students to know and be able to do?
<b>Time:</b> 9:00	2. How will we know when they have learned it?
<b>Location:</b> LCSD Board Room	3. What will we do when they haven't learned it?
<b>Expected Attendees:</b> District Leadership Guiding Coalition	4. What will we do to extend the learning when they already know it?

**Team Norms**

Team Norms	Norm Violations
1. All team members will be on time for Guiding Coalition collaboration time.	1. The team leader will remind members of norms.
2. The Guiding Coalition will follow the agenda during collaboration time.	2. A private conversation with the violator and the team leader will occur.
3. Before a decision is made, all members will have an opportunity to voice their opinion.	3. Refer violator to Superintendent.

**Agenda: New Business**

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|---|----------------|
| 1. Welcome                                      | Robert Edwards |
| 2. School Calendar                              | Opal Anderson  |
| 3. Policies                                     | Stephanie Neal |
| 4. Teacher Recruitment for Upcoming School Year | Opal Anderson  |
| 5. Act 1240 Waiver Renewal                      | Opal Anderson  |
| 6. Professional Development Needs               | Opal Anderson  |
| 7. Student Handbook Changes                     | Robert Edwards |
| 8. Q&A  |                |
| 9. Adjourn                                      |                |

District Guiding Coalition Collaboration  
Sign-in

Date:	2-14-22
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Name	Signature
Harvey Sellers	Harvey Sellers
Shane Crank	Shane Crank
Charlotte Gibbs	Charlotte Gibbs
Missy Camp	Missy Camp
Opal Anderson	Opal Anderson
Robert Edwards	Robert Edward
Craig Mahar	C. Mahar
Tony Hartsfield	Tony Hartsfield
Micah Roberts	Micah Roberts
Stephanie Neal	Stephanie Neal

Guests:

LAFAYETTE COUNTY SCHOOL DISTRICT  
REGULAR SCHOOL BOARD MEETING  
TUESDAY, FEBRUARY 22, 2022 5:00 p.m.  
BOARD OF EDUCATION BUILDING

The Lafayette County School District Board of Education met in Regular School Board Meeting Tuesday, February 22, 2022, 5:00 P.M. Members present were Tonya Clark, Lindsay Nutt, James Knighton Jr., Culric Jackson, Robert Thomas, Johnny Brown and Juanita Strange.

President Lindsay Nutt called the meeting to order.

Robert Thomas made a motion to approve the January 26, 2022 Regular Board Minutes. Juanita Strange seconded the motion. Motion passed. Vote 7-0.

Robert Thomas made a motion to approve the February 4, 2022 Special Board Minutes. Juanita Strange seconded the motion. Motion passed. Vote 7-0.

Robert Thomas made a motion to accept the monthly financial obligations. Juanita Strange seconded the motion. Motion passed. Vote 7-0.

Ms. Tonya Clark made a motion to adopt the attached Proposed Budget of Expenditures with Tax Levy for Fiscal Year Beginning July 1, 2023 to and including June 30, 2024 and to approve all related election documents. Robert Thomas seconded the motion. Motion passed. Vote 7-0.

Robert Thomas made the motion to accept the recommendation to approve the ACT 1240 Waiver Extension request as presented. James Knighton Jr. seconded the motion. Motion passed. Vote 7-0.

Laura Blakley presented the 2020-2021 Legislative Audit Review.

James Knighton Jr. made a motion to approve the Student Driver Waiver for students that choose to drive themselves to college as opposed to utilizing the provided school bus transportation method. Robert Thomas seconded the motion. Motion Passed. Vote 7-0. (See attached).

Tonya Clark made the motion to approve policies 4.11-EQUAL EDUCATIONAL OPPORTUNITY, 4.45-SMART CORE CURRICULUM AND GRADUATION REQUIREMENTS FOR THE CLASSES OF 2022, 2023, 2024, AND 2025, 4.27-STUDENT SEXUAL HARASSMENT, 7.16-INFORMATION TECHNOLOGY SECURITY, and 4.5-SCHOOL CHOICE. Robert Thomas seconded the motion. Motion passed. Vote 7-0. (See attached).



Policies 3.17-LICENSED PERSONNEL CODE OF CONDUCT, 8.45-CLASSIFIED PERSONNEL CODE OF CONDUCT, 3.19-LICENSED PERSONNEL EMPLOYMENT,8.13-CLASSIFIED PERSONNEL EMPLOYMENT, 3.26-LICENSED PERSONNEL SEXUAL HARASSMENT, and 8.20-CLASSIFIED PERSONNEL SEXUAL HARASSMENT were read. These policies will go before their appropriate PPC and return for a final vote at the March meeting. (See attached).

Harvey Sellers gave a presentation on the Elementary Lost Learning Program stating he will be concentrating on reading levels. Craig Mahar gave a presentation on the High School Lost Learning Program stating he will also be concentrating on the reading levels.

Johnny Brown made a motion to table the 2022-2023 District Calendar to gather more information regarding a 4 Day School Week option for the 2022-2023 year. Tonya Clark seconded the motion. Motion passed. Vote 7-0.

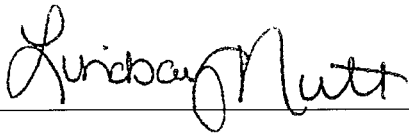
Robert Edwards gave a presentation on the facilities. (See attached).

The Board entered Executive Session. The board re-entered open session.

James Knighton Jr. made a motion to accept the following resignations effective the end of the 2021-2022 school year:

Craig Mahar - High School Principal,  
Shelley Camp, R.N. - High School Nurse/POC  
Zen Valencia - High School Social Studies/Asst. Coach.

Robert Thomas seconded the motion. Motion passed. Vote 7-0.



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President

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Secretary