

Osceola School District #1

Board of Education

Jacqueline Baker, President
Torian Bell, Vice President
Denise Williams, Secretary
James Baker
Ollie Collins
Kristie Hopper
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Charles Webster, Interim Superintendent
2750 West Semmes
PO Box 528
Osceola, AR 72370
Phone: 870-563-2561
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The Osceola School District is requesting a waiver extension of standards under ACT 1240 for the 2024-2025 academic year. Our request pertains specifically to the following areas:

1. Class Size/Teaching Load
2. Teacher Licensure

Having the waiver will ensure that the Osceola School District can have a more dynamic and responsive educational model that meets the specific needs of our student population. Please find attached the necessary documentation and justification for each waiver request.

Thank you for your consideration. If any further information is needed, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Charles Webster".

Charles Webster

Interim Superintendent

Osceola School District

1. Waiver Request Documentation



**DIVISION OF ELEMENTARY
& SECONDARY EDUCATION**

Public School Waiver Extension Request

District:	Osceola School District
LEA Number:	4713000
Superintendent:	Charles Webster
Email:	cwebster@osd1.org
Contact for Waiver:	Pamala Senter
Contact Email:	psenter@osd1.org
Contact Phone:	870-563-1802
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:	Section 7 of the Dese Rules Governing Educator Licensure; 6-15-1004, 6-17-401, 6-17-309, 6-17-902, 6-17-919, 6-17-418, 6-17-908, and Standard 4-D1
Duration Requested:	3 years
Name of Open-Enrollment Charter Holding the Waiver	KIPP Blytheville
Schools, Grades or Classes the Wavier Will Apply To	Osceola High School, Osceola Middle School, North Elementary, Carroll Smith Elementary
PURPOSE OF THE WAIVER (Must check at least one)	<input checked="" type="checkbox"/> Enhance Student Learning Opportunities <input type="checkbox"/> Promote Innovation <input 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 Teacher Licensure Waiver will significantly enhance student learning opportunities, promote innovation, and increase equitable access to effective teachers in Osceola School District. The district currently has 35 teachers on waivers and 12 open teacher positions, highlighting a critical shortage of licensed teachers that limits students' access to high-quality education. This year, six teachers have obtained their licenses, and seven are enrolled in the ATC program, demonstrating the waiver's role in helping educators achieve full licensure. The waiver allows us to recruit skilled professionals from diverse backgrounds who bring innovative teaching methods and real-world expertise into the classroom. This flexibility helps fill critical teaching vacancies, especially in high-demand subjects, ensuring all students have access to qualified and effective educators. By broadening the pool of potential teachers, the waiver addresses immediate staffing challenges and supports a more dynamic and inclusive educational environment.

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

Despite waiving certain licensure requirements, Osceola School District ensures that essential services for students remain robust and effective. Teachers entering through the waiver are supported with comprehensive professional development, ongoing training, and mentorship programs to maintain high instructional standards. The district collaborates with Crowley's Ridge Co-op and the ATC program to help these teachers obtain full licensure, ensuring continuous improvement in teaching quality. Additionally, we leverage Multi-classroom Leaders and the Arkansas Professional Educator Pathway (ArPEP) as valuable resources for teacher support and development. Student support services, including counseling and special

education, are maintained to address diverse learning needs. This approach guarantees that all students continue to receive high-quality education and support, even with the licensure waiver in place.

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

Osceola School District will monitor and evaluate the effectiveness of the Teacher Licensure Waiver through a comprehensive system. This includes a strong induction program to support new teachers, regular assessments of student learning outcomes, and teacher performance evaluations. The district will track progress in the 240 tutoring program to ensure that teachers meet necessary standards. We will work with Crowley's Ridge Co-op and the ATC program to help these teachers obtain full licensure, ensuring continuous improvement in teaching quality. Additionally, we leverage Multi-classroom Leaders and the Arkansas Professional Educator Pathway (ArPEP) as valuable resources for teacher support and development. Feedback from students, parents, and staff will also be collected to gauge satisfaction and identify areas for improvement. This rigorous evaluation process will help ensure that the waiver positively impacts teaching quality and student achievement.

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.

The implementation of the teacher licensure waiver has bolstered success within the school or district, as evidenced by concrete outcomes. Of the 41 waiver teachers who began in the 2023-2024 academic year, 6 have either obtained their licenses or are in the final stages of paperwork completion. Furthermore, 8 waiver teachers are enrolled in the Alternative Teacher Certification (ATC) summer program, showcasing a proactive commitment to professional development. Additionally, 15 waiver teachers are utilizing 240 tutoring, emphasizing a targeted approach to addressing licensure requirements. These initiatives collectively underscore the school or district's dedication to supporting waiver teachers and ensuring the quality of education for all students.

Waiver Extension Request #2

Topic:	Class size and Teaching Load
Standards/Statutes/Rules:	Section 1-A.5 of the Dese Rules Governing Standards for Accreditation; Dese Rules Governing Class Size and Teaching Load; 6-17-812; Standard for Accreditation 1-A.6
Duration Requested:	3 years
Name of Open-Enrollment Charter Holding the Waiver	KIPP Blytheville
Schools, Grades or Classes the Wavier Will Apply To	Osceola High School, Osceola Middle School, North Elementary, Carroll Smith Elementary
PURPOSE OF THE WAIVER (Must check at least one)	<input checked="" type="checkbox"/> Enhance Student Learning Opportunities <input type="checkbox"/> Promote Innovation <input 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 Osceola School District's participation in the DESE Opportunity Culture (OC) pilot has paved the way for innovative teaching roles designed to enhance student engagement, growth, and teacher professional development. By granting a class size and teaching load waiver, the district can further leverage the OC model's benefits. The Multi Classroom Leader (MCL) role, pivotal in this model, involves delivering rigorous, personalized instruction, leading classrooms, and enhancing teaching practices. This waiver allows MCLs to effectively manage larger classes by coordinating with Direct Reach Teachers and Reach Associates, ensuring that the increased student load does not compromise instructional quality. Direct Reach Teachers can reach more students while benefiting from the MCL's guidance, and Reach Associates provide additional support, ensuring continuous instructional improvement. This structure addresses the challenge of limited resources and teacher shortages, promoting equitable access to effective teachers by distributing skilled educators across a broader student base. By paying teachers for students over the 150 limit, the district also incentivizes and compensates teachers fairly, fostering a motivated and effective teaching workforce.

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

The Osceola School District will ensure that the services being waived are still provided through the innovative roles established by the Opportunity Culture model. Multi Classroom Leaders (MCLs) will oversee

and enhance instruction across multiple classrooms, ensuring consistency and high standards. Direct Reach Teachers, working under the MCLs, will handle larger classes, utilizing personalized learning strategies and technology to maintain engagement and educational quality. Reach Associates will support these teachers by assisting with classroom management and providing additional instructional help. This collaborative approach guarantees that despite increased class sizes and teaching loads, students will receive targeted, high-quality instruction, benefiting from the expertise and coordinated efforts of a skilled educational team.

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

The Osceola School District will implement a comprehensive monitoring and evaluation plan to ensure the effectiveness of the waiver. DESE will conduct support site visits in the fall, which will include interviews with Multi Classroom Leaders (MCLs), Direct Reach Teachers, Reach Associates, non-OC staff, and principals. These interviews will provide qualitative insights into the implementation and impact of the waiver. Following the site visits, DESE will compile a detailed report and provide it to the principals. The principal, in collaboration with the MCL, will use this report to identify areas for improvement and to offer targeted support to Direct Reach Teachers and team teachers. To maintain consistent evaluative feedback, the district will utilize the MCL rubric, which outlines specific performance criteria for instructional leadership and teaching effectiveness. This rubric ensures that MCLs provide ongoing, structured feedback to their teams, fostering continuous improvement. Additionally, regular internal reviews and data analysis on student performance and engagement will complement the DESE evaluations, ensuring a comprehensive approach to monitoring the waiver's impact on educational outcomes.

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.

Since implementing the waiver under the DESE Opportunity Culture (OC) model in the 2012-2022 school year, the Osceola School District has observed significant improvements in student outcomes and teacher effectiveness. The introduction of roles such as Multi Classroom Leader (MCL), Direct Reach Teacher, and Reach Associate has been instrumental in this success. Data from the district indicates a notable increase in student engagement and academic performance. For instance, standardized test scores in math and reading have risen across grades since the waiver's implementation.

Teacher retention rates have also improved, with a decrease in turnover, attributed to enhanced professional growth opportunities and the support provided by the OC model. Furthermore, surveys conducted among students and parents report a higher satisfaction rate with the quality of instruction and personalized learning experiences. The MCL rubric evaluations show a consistent rise in instructional quality, with Direct Reach Teachers meeting or exceeding

performance expectations. This evidence collectively demonstrates that the waiver has effectively contributed to the district's educational success .

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School Board Resolution

Approving Waiver Request for Education Policy

Whereas, Osceola School District recognizes the importance of flexibility in meeting the unique needs of its students and staff; and

Whereas, the Osceola School District has determined that certain waivers from standard education policies are necessary to support the effective operation of its schools;

Be it resolved by the Osceola School District Board of Education:

1. **Clock Hours:** The Board approves a waiver request to adjust the required clock hours for students, acknowledging that alternative instructional methods and schedules may be employed to meet state requirements.
2. **Teaching Load:** The Board approves a waiver request to adjust teaching loads for instructional staff, recognizing the need for flexibility in staffing assignments to optimize student learning outcomes.
3. **Teaching Licensure:** The Board approves a waiver request to allow for the employment of individuals who may not possess traditional teaching licensure but demonstrate exceptional qualifications and expertise in their respective fields.
4. **Instructional Day:** The Board approves a waiver request to modify the length or structure of the instructional day, acknowledging the importance of accommodating diverse learning needs and scheduling constraints.
5. **Class Size:** The Board approves a waiver request to temporarily adjust class size limits, understanding that unforeseen circumstances or resource constraints may necessitate flexibility in this area.
6. **Recess:** The Board approves a waiver request to modify or waive requirements related to recess, recognizing the value of physical activity and unstructured playtime in promoting student well-being.

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Resolved Further, that the Superintendent or designee is authorized to submit the necessary documentation and communicate with appropriate regulatory agencies to secure approval for the waivers outlined above.

Resolved Further, that the Superintendent or designee shall provide regular updates to the Board on the implementation and impact of these waivers.

Resolved Further, that this resolution shall take effect immediately upon passage.

Adopted this 13th day of May by the Osceola School District Board of Education.

A handwritten signature in black ink, appearing to read 'Torian Bell', written over a horizontal line.

Board President

A handwritten signature in black ink, appearing to read 'Denise Williams', written over a horizontal line.

Board Secretary

Yes Unsure NO



