



**DIVISION OF ELEMENTARY  
& SECONDARY EDUCATION**

## **Act 1240 District Waiver Request**

<b>District:</b>	<b>Alma</b>
<b>LEA Number:</b>	1701000
<b>Superintendent:</b>	David Woolly
<b>Email:</b>	dwoolly@almasd.net
<b>Contact for Waiver:</b>	Pamm Treece
<b>Contact Email:</b>	ptreece@almasd.net
<b>Contact Phone:</b>	479-632-4791
<b>Date Received by DESE:</b>	

**The following documents must be submitted with the waiver request:**

- 1. Board resolution approving the waiver request**
- 2. Evidence of stakeholder involvement, including teachers and student families**

## Waiver Request #1

<b>Topic:</b>	Teacher Apprentice Program and Enhanced Internship
<b>Standards/Statutes/Rules:</b>	<ul style="list-style-type: none"> <li>ADE Rules Governing Class Size and Teaching Load</li> <li>A.C.A. § 6-17-812 “Compensation for teaching more than the maximum number of students permitted.”</li> <li>AR Standards for Accreditation 1-A.5</li> </ul>
<b>Duration Requested:</b>	5 years - SY23, SY24, SY25, SY26, SY27
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Future School of Fort Smith
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	Alma Primary School Grades K-2; Alma Intermediate School Grades 3-5; total of 6 grade levels

**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.**

Alma School District requests an ACT 1240 waiver in order to participate in the University of Arkansas at Fort Smith (UAFS) Teacher Apprenticeship Program and the Enhanced Internship Program. Through our on-going relationship with UAFS, Alma Schools plan to increase our pool of applicants and retention of highly effective K-5 teachers while addressing our current teacher shortage issues.

Upon approval of an ACT 1240 waiver, Alma Schools will partner with UAFS to vet two interns for one of our K-6 classrooms (by grade level). One intern will fill a vacant position (unable to be filled with a qualified teacher) and one will assume the teaching responsibilities of the mentor teacher’s classroom. The mentor will work daily and directly with both interns providing support and feedback through modeling, coaching and observation. Both interns will be compensated with one half (.5) first year teaching contract for the duration of the year.

In order to provide this more focused, hands-on experience, the interns and mentor teacher will be provided multiple layers of support from peers (through PLC process), through building and district leaders, as well as the UAFS School of Education professors. Interns will participate in grade level curriculum-planning, weekly meetings and content specific Professional Learning Communities. Common planning time for both interns and the mentor teacher will provide additional collaboration time.

Teacher preparation to be “Day One Ready” is our focus in providing the most prepared, focused teacher in our K-5 classrooms. By choosing a mentor to be the teacher-of-record and providing continuous support for an intern in the Teacher Apprenticeship Program (year-long internship) or the Enhanced Internship (one semester), we apply the Co-Teaching model in two classrooms. This involves one mentor teacher supporting two interns. Each intern benefits from the Co-Teaching model by sharing every facet of the teaching responsibilities with the mentor. The mentor shares both classrooms for the length of the school year or semester, and serves as teacher-of-record. Additional release time from the classroom may be scheduled specifically for the interns and mentor teacher to discuss content, instructional strategies, student data, lesson planning, etc. Alma’s team of curriculum specialists, along with the building administrators will meet periodically and as needed with the mentor teacher to provide strategies for coaching and reflective practice. UAFS teacher education staff will also provide additional support for the mentors, as well as the interns. Both the UAFS Executive Director of the School of Education and the UAFS Educational Renewal Zone Director will make regular classroom visits and hold support meetings as needed.

The UAFS Teacher Apprenticeship Program and the Enhanced Internship models strengthens the intern’s instructional application, the district’s qualified teacher pool, the mentor’s leadership capacity and the partnership between school districts and higher education. Alma School District looks forward to the opportunity of implementing this model in our K-5 classrooms!

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

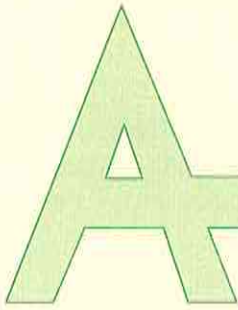
The Class Load waiver allows the mentor teacher to be the teacher of record for both classrooms. Students assigned to these classrooms will have the benefit of having an additional teacher in their classroom for a least half of their school day. The mentor teacher, as well as the interns, will provide focused, best practices and instruction leading to student skill attainment. A highly collaborative team will be created as the mentor and interns plan together, practice together and reflect together. Additionally, the mentor teacher will be available to create a more personalized learning experience for students by having the time to provide additional individual and small group instruction for students.

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

Through our partnership with the University of Arkansas at Fort Smith and their Teacher Apprenticeship Program and the Enhanced Internship Program, there are several safety nets available to support the models. The mentor teachers are assigned to UAFS supervisors to provide professional development, standards of expectation and continuous collaboration throughout the school year, including PD days prior to the start of school. Support for the interns is provided by the assigned mentor teacher, the UAFS College of Education (through continued relationship with the university professors), the PLC or collaborative teams (made up of grade level colleagues who teach the same subjects) and the building level administrators. The Alma School District goal mirrors the College of Education's goal: hire teachers who are Day One Ready! The interns are supervised and evaluated through the TESS model with all of the same expectations of any first year or novice teacher. Supports and professional development are part of our ongoing plan for teachers new to the Alma School District, and the interns are no exception.

**#2. Evidence of stakeholder involvement, including teachers and student families**

- Building principals often utilize senior level college students as interns in their schools. There have been numerous internships each semester with many conversations between Alma stakeholders: mentor teachers, college level supervisors, the interns, parents of the elementary students and the other teachers in the grade level. This collaboration continues as we gain insight from the interns, administrators and teachers involved.
- The purpose of this waiver request will allow the original internship model to be more meaningful and relevant to "growing our own" teachers. For this reason, the stakeholders' input has been on-going; even before we knew there was such an opportunity! Meetings continue so we can address issues or conflicts and ultimately, move in to support the intern and mentor teacher in a more timely and prescriptive manner.
- At this point, our meetings are focused on setting up supports for all of our interns and in preparing (upon approval) for the Teacher Apprentice and Enhanced Internship Programs.
- PLCs at both Alma Primary School and Alma Intermediate School are contributors to this process. Through collaboration and setting high expectations for all teachers at each grade level, the process will be guided by the mentor teacher, intern and the other PLC team members. Again, this allows us to support the intern and mentor teacher in a timely manner.
- Equally important in the design of the Teacher Apprenticeship and Enhanced Internship is involving the parents of the students who are placed with interns. Extensive conversations between the school leaders and "home" are vital to our plan and ultimately in evaluating this program. Parents are surveyed regarding the characteristics of the teacher that would be the best match for their child. Additional input has been requested from parents at each grade level in regards to "interns" or "co-teaching".



ADMINISTRATIVE OFFICES  
**ALMA SCHOOL DISTRICT**

916 HIGHWAY 64 EAST  
P.O. BOX 2359

PHONE: (479) 632-4791  
FAX: (479) 632-4793

ALMA, ARKANSAS 72921



ACCREDITED

**ALMA SCHOOL DISTRICT  
BOARD OF EDUCATION RESOLUTION**

WHEREAS, the Alma School District (ASD) and the University of Arkansas at Fort Smith (UAFS) have developed partnerships in preparing educator interns; and

WHEREAS, the Teacher Apprenticeship Program and the Enhanced Internship Program will be beneficial to ASD students and give leadership opportunities to ASD teachers; and

WHEREAS, participation in these programs will assist in making UAFS educator interns Day One Ready; and

WHEREAS, the Arkansas Division of Elementary and Secondary Education promotes partnerships between school districts and universities to increase the number of quality educators in Arkansas.

NOW, THEREFORE, BE IT RESOLVED, that the Alma School District Board of Education endorses ASD's application for an Act 1240 waiver on class load to facilitate participation in the Teacher Apprenticeship Program and Enhanced Internship Program.

Adopted by the Alma School District Board of Education on this 16<sup>th</sup> Day of March, 2022.

Chapen Rucker, President

Sean Brister, Secretary

# ASD Core Curriculum Team

Save

More actions

Jan 7, 2022 10:15am to 11:30am Jan 7, 2022 (GMT-05:00) Central Time - Chicago Time zone


All day  Weekly on Friday, until May 28, 2022

RSVP: Yes Add note / guest



Event Details Find a Time






 Add Google Meet video conferencing

 Alma School Board Room

 Add notification

 Pamela Treece 

 Busy  Default visibility 

  **B** *I* U    

Create meeting notes


- [Agenda - Core Curriculum Team](#)
- Internship arrangement with UAFS - arrangement regarding Teacher Apprenticeship program or a semester option for Enhanced Internship, Google Meets with Dr. Monica Reilly (UAFS School of Education) - on an "as needed" basis
- Please share your Google work calendar/schedule with P Treece. (including PLCs you plan to attend)
- AESDP - enter leave as far in advance as is possible; text me in advance if you will be off campus for more than one hour for an appointment or other obligation - we can usually work something out to avoid having to take leave; if I don't receive a text - I understand you are on a campus between 8:00 and 4:15
- Reminder to check in with building principal/assistant when on their campus

Guests Rooms

Add guests


8 guests


7 yes, 1 awaiting

 Pamela Treece


Organizer


 Amy Brewer

 Chelsie Sturdivant

 Jami Balkman

 Michael Bridges

 Melinda Bailey

 Nancy Rhodes

 Stacie Wood

Guest permissions

Modify event

Invite others

See guest list

# Admin/Principal's Meeting

Sep 10, 2021 9:00am to 10:30am Sep 10, 2021 (GMT-05:00) Central Time - Chicago Time zone

All day  Does not repeat

[Event Details](#) [Find a Time](#)

[Add Google Meet video conferencing](#)

ASD Board Room

Add notification

Pamela Treece

Busy Default visibility

**Underline**

Create meeting notes

[Admin/Principal's Meeting](#)

Options for online employment system: Unified Talent - Dr. Duffie onboarding by January  
Discuss UAFS Internships - traditional and Teacher Apprenticeship Program  
Currently 5 Fall interns at APS, AMS, AIS - One in FACS from UA Fayetteville  
Paying for long term substitutes - certified and non-certified  
UAFS Classes - level 3 and 4 meeting at AIS and AMS; 32 in class - need larger meeting space

Save

More actions

RSVP: Yes [Add note / guests](#)

[Guests](#) [Rooms](#)

Add guests

14 guests

12 yes, 1 no, 1 awaiting

Pamela Treece  
Organizer

Bryan Duffie

Cara Witherspoon

David Woolly

Dee Ann Harris

J.D. Coursey

Jason Reeves

Brian Kirkendoll

Kim Loughridge

Robert Wolfe

Travis Biggs

Wilkinson, Ralynn

Shawn Bullard

Stacie Wood

\* Calendar cannot be shown

SUGGESTED TIMES

Guest permissions

# UAFS Network Information Session - Alma only

**Save** More actions -


Feb 17, 2022 4:00pm to 5:00pm Feb 17, 2022 (GMT-05:00) Central Time - Chicago Time zone


All day Does not repeat -

RSVP: Yes - Add note / guests



Event Details Find a Time

 **Add Google Meet video conferencing**


 Latture Conference Room (In the Flanders/Business building)

 Add notification

 Pamela Treece - 

 Busy - Default visibility - 

  **B** *I* U    

 Create meeting notes

**this building is located right off the intersection of Grand Avenue and North 50<sup>th</sup>.**

Good morning Pammi!

I am the new Director of Career Services at UAFS - I took over for Ron Orick upon his retirement last year. I wanted to touch base to see if ASD would like to host a networking/information session on campus with our education majors. Fort Smith, Van Buren, and Greenwood have participated (Greenwood is scheduled for later this month) and so I want to make sure we have Alma represented as well!




What we have typically done is invited the school district to speak to our students about your job opportunities - what your district is like, your hiring process, what you are looking for - advice you can give them as new teachers and answer any questions they may have as well. I know many of our students have been meeting at Alma schools during the year, so I'm sure many of them will be familiar faces.

Guests Rooms

Add guests

7 guests

6 yes, 1 awaiting

-  **Pamela Treece**  
Organizer
-  Chelsie Sturdivant
-  Brian Kirkendoll
-  **K** Kim Loughridge
-  Robert Wolfe
-  Shawn Bullard
-  Stacie Wood

SUGGESTED TIMES

Guest permissions

- Modify event
- Invite others
- See guest list