

KIPP NASHVILLE MIDDLE SCHOOL (KNMS) - Approved Waivers

State Statute/Rule/ Policy	Description of Statute/Rule/Policy	How will waiver of this statute/rule/policy help student achievement?	Date of Approval	Length of approved waiver	Conditions on Waiver
T.C.A. § 49-3- 306(a) SBE Rule 0520-1-2-.02	Licensed Personnel Salaries	While we ensure that public monies will be used properly and that all personnel will be paid adequately and timely, it is critical to our program that the KNMS payroll system reflects the school’s purpose and philosophy.	4/15/2016	Approved for entire charter term	
T.C.A. § 8-23-206(a)	Longevity Pay	Public monies will be used properly to ensure personnel will be paid adequately, however it is critical to the KNMS programs that the payroll system reflects the individual school's purpose and philosophy. Teachers may be given incentive pay that will compensate them for years of consistent student performance, not jut years of service.	4/15/2016	Approved for entire charter term	
T.C.A. § 49-5-401	Teacher Assignment	KNMS will utilize an extended schedule, including increased instructional, as well as professional development hours. Teachers will receive compensation commensurate with the increased work hours.	4/15/2016	Approved for entire charter term	
T.C.A. § 49-6-304A (2)-D SBE Rule 0520-1-3-.03(4)	School Term Vacations & Other Non-Instructional Days	KNMS operates with an extended school year including additional school days in summer and/or on Saturdays along with an extended school day from 7:30 a.m. - 4:00 p.m.	4/15/2016	Approved for entire charter term	
T.C.A. §§ 49-5-5002-5010, 49-5-5206-5209, 49-5-5301, 49-5-5304-5306, 49-5-5401, 49-5-5405-5406, 49-5-5501, 49-5-5504-5506 SBE Rule 0520-2-2	Career Ladder	No need or funding is currently available for career ladder initiatives.	4/15/2016	Approved for entire charter term	
T.C.A. § 49-5-5205 SBE Rule 0520-1-1-.01	General Requirements for Evaluation	A key to KNMS's success is being able to attract and retain a staff that is committed to the KNMS mission and to provide them with the motivation necessary to get the job done. Accordingly, it is essential that KNMS be able to design hiring, pay, benefits, promotion and evaluation systems that are aligned with the school's mission and goals. The guidelines and performance expectations are outlined specifically in the annual performance goals as part of the KNMS performance management system.	4/15/2016	Approved for entire charter term	

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T.C.A. § 49-5-5205 SBE Rule 0520-2-1-.03	Evaluation of Third-Year Apprentice Educators	A key to KNMS's success is being able to attract and retain a staff that is committed to our mission and to provide them with the motivation necessary to get the job done. It is essential that KNMS be able to design hiring, pay, benefits, promotion, and evaluation systems that are aligned with our mission and goals. The guidelines and performance expectations are outlined specifically in the annual performance goals as part of the KNMS performance management system.	4/15/2016	Approved for entire charter term	
T.C.A. §§ 49-5-5302, 49-5-5402, 49-5-5408, 49-5-5502 SBE Rule 0520-2-2(2)	Evaluation of Principals, Assistant Principals, and Supervisors	A key to KNMS's success is being able to attract and retain staff that is committed to our mission and to provide them with the motivation necessary to get the job done. It is essential that KNMS be able to design hiring, pay, benefits, promotion, and evaluation systems that are aligned with our mission and goals. The guidelines and performance expectations are outlined specifically in the annual performance goals as part of the KNMS performance management system.	4/15/2016	Approved for entire charter term	
T.C.A. 49-5-408-409 SBE 0520-2-2(2)	Tenure	A key to KNMS's success is being able to attract and retain a staff that is committed to our mission and to provide them with the motivation necessary to get the job done. It is essential that KNMS be able to design hiring, pay, benefits, promotion, and evaluation systems that are aligned with our mission and goals. Every teacher will be assessed based on their performance. Teachers, who attain the required levels of performance, as outlined in their performance management goals, will be offered an opportunity to remain on staff.	4/15/2016	Approved for entire charter term	
T.C.A. §§ 49-5-501-513	Tenure	As a charter school, KNMS will be results-driven. Therefore, all employees of KNMS will be "at-will."	4/15/2016	Approved for entire charter term	
T.C.A. §§ 49-5-101(a) SBE Rule 0520-1-2-.03(6)	Licensed Principals	KNMS will recruit the most qualified school leaders from around the country to fulfill its mission.	4/15/2016	Approved for entire charter term	
SBE Rule 0520-1-3-.07(2)	Library Information Center Personnel	A substantial library will be available to students at the nearest public library. This facility will be augmented by classroom libraries.	4/15/2016	Approved for entire charter term	
T.C.A. § 49-6-3004	School Year Commencement	KNMS will utilize an expanded school year calendar. For this reason, the school will start before Labor Day.	4/15/2016	Approved for entire charter term	

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T.C.A. § 49-3-316	Local Fiscal Accounting	While KNMS will esure that public monies will be used properly, that all non-waived regulations will be met and that all operations will stand up to a financial audit, it is critical to the KNMS program that management systems reflect KNMS's purpose and philosophy.	4/15/2016	Approved for entire charter term	
T.C.A. § 49-6-4012(b)	Formulation and Administration of Behavior and Discipline Codes	While parents and students will undergo due process, it is important that the discipline practices of KNMS provide a safe and effective learning environment for all students.	4/15/2016	Approved for entire charter term	
SBE Rule 0520-1-3-.05	Health, Physical and Wellness Education Curriculum	Students will be involved in physical education activities each week. The School Leader will oversee these classes and work to ensure that the PE curriculum meets state content standards, despite the use of non-certified instructional personnel.	4/15/2016	Approved for entire charter term	
SBE Rule 0520-1-3-.05	Fine Arts Curriculum	Students will be involved in fine arts activities incorporated into their general education classes. Fine arts classes may be taught by volunteers. The School Leader will oversee these classes and work to ensure that the fine arts curriculum meets state content standards, despite the use of non-certified instructional personnel.	4/15/2016	Approved for entire charter term	
T.C.A. § 49-6-2206	Use of Unapproved Textbooks	The KNMS curriculum and instructional approaches will be linked to the school's mission and goals, KNMS will use both state-approved textbooks and other unapproved instructional materials.	4/15/2016	Approved for entire charter term	
T.C.A. § 49-3-311	Capital Outlay	Preparing a charter school facility will pose a great challenge. Because charter schools must finance their own buildings and do not have the power to raise taxes to fund capital outlay, it is critical that KNMS gain freedom from non-health and safety standards for the school site and have control of the facility vested in the KIPP Nashville board, rather than the city board of education. Having this freedom will allow us to use the school site resources most efficiently and effectively and align building choices with the KNMS mission and goals.	4/15/2016	Approved for entire charter term	