

**KIPP Antioch College Prep High School Approved Waivers  
Approved 9/22/2021**

State Statute/Rule/ Policy	Description of Statute/Rule/Policy	Replacement Policy/Practice	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 0520-01-02-.02	Licensed Personnel Salaries	KIPP Nashville Board approves salaries during annual budgeting process	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 KACPHS payroll system reflects the school's purpose and philosophy.			
T.C.A. § 49-5-401	Teacher Assignment	KIPP Nashville SST approves annual calendar and school schedules	KACPHS will utilize an extended schedule, including increased instructional, as well as professional development hours. Teachers will receive compensation commensurate with the increased work hours.			
T.C.A. §§ 49-5-408-409	Evaluation Contracts and Termination of Contracts	KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes	A key to KACPHS'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 KACPHS 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.			
T.C.A. §§ 49-5-501-513	Tenure	KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes	As a charter school, KACPHS will be results-driven. Therefore, all employees of KACPHS will be "at-will."			
T.C.A. §§ 49-5-101(a) SBE Rule 0520-1-2-.03(6)	Licensed School Leaders	KIPP Nashville school leaders will participate in KIPP Foundation School Leadership Programs for training and skills development	KACPHS will recruit the most qualified school leaders from around the country to fulfill its mission.			This waiver only applies to the licensure of school leaders/principals.
SBE Rule 0520-01-02-.04	Leave for Teachers	KIPP Nashville sets its own leave policies in compliance with all state and federal laws and approved by the KIPP Nashville Board of Directors.	KIPP Nashville's leave policies balance both the needs of teachers and those of students by minimizing disruptions to student learning.			All parts of this section of 0520-01-02-.04 can be waived except for 0520-01-02-.04(5) which requires substitute teachers to be appropriately licensed and endorsed if serving for longer than 20 consecutive days.
SBE Rule 0520-01-02-.07(2) and SBE Rule 0520-01-02-.07(3)	Library Information Center Personnel	KIPP Nashville schools will provide students with access to classroom libraries	A substantial library will be available to students at the nearest public library. This facility will be augmented by classroom libraries.			
T.C.A. § 49-3-316	Local Fiscal Accounting	KIPP Nashville Board approves budget through annual process	While KACPHS will ensure 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 KACPHS program that management systems reflect KACPHS's purpose and philosophy.			
T.C.A. §§ 49-6-2206-2207	Use of Unapproved Textbooks	KIPP Nashville SST approves use of curricular materials	The KACPHS curriculum and instructional approaches will be linked to the school's mission and goals. KACPHS will use both state-approved textbooks and other unapproved instructional materials.			
T.C.A. § 49-3-311	Capital Outlay	KIPP Nashville Board approves all facility contracts and leases	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 KACPHS 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 KACPHS mission and goals.			

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<p>T.C.A. § 49-3-359(a)</p>	<p>Instructional Materials/Supplies</p>	<p>KIPP Nashville standardizes all student and classroom supplies and additionally supplies all classroom materials for students including notebooks, binders, pencils etc. At each of our schools, we have a Director of Operations who oversees and centralizes all school procurement for classroom supplies, furniture and all other needs. The budget is robust and sufficiently meets the needs of our classrooms. Additionally, teachers have the ability to request supplies which again are ordered and managed centrally through the DOO which cuts down on reimbursements and the need for teachers to utilize their own money up front.</p>	<p>KIPP Nashville standardizes all student and classroom supplies and additionally supplies all classroom materials for students including notebooks, binders, pencils etc. At each of our schools, we have a Director of Operations who oversees and centralizes all school procurement for classroom supplies, furniture and all other needs. The budget is robust and sufficiently meets the needs of our classrooms. Additionally, teachers have the ability to request supplies which again are ordered and managed centrally through the DOO which cuts down on reimbursements and the need for teachers to utilize their own money up front.</p>			
<p>T.C.A. § 49-6-303 (a)(1)  State Board policy 5.103 – School Counseling Model and Standards  State Board policy 5.502 – Educator Licensure, Section (5)(d)  State Board rule 0520-02-03-.05(5)</p>	<p>School Counseling</p>	<p>KACPHS will have the flexibility to hire a qualified individual(s) to fulfill the responsibilities of a school counselor (academic development, social and emotional development, and college and career readiness) through multiple roles/duties both within the school and within the network.</p>	<p>KACPHS will provide students with the appropriate academic, social/emotional, post-secondary readiness support through a combination of team members at the school and network level. The school-level director of operations will lead the assessment coordination for the school. The school-level dean of college counseling and the network-level KIPP Through College team will support student post-secondary readiness needs. The student support team would provide students with social/emotional support and development.</p>			