

Encompass Community School
Approved Waivers
January 24, 2025

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. § 49-3-311	Capital Outlay	Encompass has autonomy over the school premises, free from non-health and safety regulations, and retain control of the facility independently of the board of education.	This waiver will enable us to make the best use of school site resources, ensuring that building selections are aligned with the mission and goals of Encompass.	1/24/2025	Entire Charter Term	
T.C.A. §§ 49-5-408-409	Contracts and Employment Termination	All employees at Encompass are considered "at-will." Teachers are evaluated based on their performance and the academic progress of their students.	Our goal is to retain top-performing staff through a comprehensive development process that emphasizes observation, constructive feedback, personalized coaching, and regular evaluations.	1/24/2025	Entire Charter Term	
T.C.A. § 49-1-302(e)	Duty Free Lunch	Staff will be encouraged to take a lunch break, however, staff will have the ability to choose how they spend their time.	We believe that giving teachers the flexibility to use their time for tasks of their choosing boosts morale, which in turn can contribute to better student outcomes.	1/24/2025	Entire Charter Term	
State Board Policy 5.106 and 5.201 (II)(5)	Evaluation of Administrators	Encompass's Board of Directors will set procedures for evaluation of Executive Director/Head of School and the Head of School will set procedures for other administrators.	Our goal is to retain top-performing staff by fostering their growth through a process that involves observation, feedback, coaching, and evaluations.	1/24/2025	Entire Charter Term	
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	We are committed to obtaining top-tier instructional materials and supplies that adhere to TDOE guidelines and align with our mission. These tools will be made available to staff upon onboarding to promote dynamic, high-quality teaching for students.	By providing high-quality instructional materials and supplies to every teacher before the school year begins, instead of allocating funds for teachers to purchase their own, we ensure that educators have access to resources that are in line with state and local standards.	1/24/2025	Entire Charter Term	
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	Encompass will set its own leave policies in compliance with all state and federal laws. This will be approved by Encompass's Board of Directors.	Encompass's leave policies will ensure staff needs are met while accounting for minimal interruptions to student learning.	1/24/2025	Entire Charter Term	
SBE Rule 0520-01-02-.07	Library Information Center	Encompass will provide students access to libraries within their classrooms.	Access to library books will exist within classrooms.	1/24/2025	Entire Charter Term	

Encompass Community School
Approved Waivers
January 24, 2025

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 SBE Policy 5.600	Licensed Personnel Salaries	Encompass will pay employees in alignment with Encompass's payscale	Encompass will ensure that staff will be paid adequately and timely. It is essential that Encompass has the ability to set a payroll system that aligns with the school's mission and staffing model.	1/24/2025	Entire Charter Term	
T.C.A. § 49-5-101(a) SBE Rule: 0520-02-03-.10	Licensed School Leaders	Encompass will recruit and interview all highly qualified candidates	Given our unique school model, it is essential that Encompass can curate individualized and applicable development and training that allows leadership staff to execute our unique mission.	1/24/2025	Entire Charter Term	The waiver only applies to the licensure of school leaders/ principals.
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)	School Counseling	Encompass will hire a qualified applicant who is a licensed social worker, a licensed school counselor or a licensed professional counselor with school experience.	Encompass will ensure that students have a highly trained and qualified individual on staff.	1/24/2025	Entire Charter Term	Encompass shall fill the counseling role with any of the following credentialed applicants: a.) a licensed school counselor; b.) a licensed school social worker; and/or c.) a licensed professional counselor with demonstrated school experience.
T.C.A. § 49-5-401	Teacher Assignment	Encompass Board of Directors approves annual calendar and school schedules	Encompass will utilize an extended schedule that includes increased instructional times as well as professional development hours. We aim for salaries to align to teacher expectations.	1/24/2025	Entire Charter Term	
T.C.A. §§ 49-5-501-513	Tenure	All Encompass staff and employees are "at-will" employees.	Our goal is to attract and retain a dedicated staff who are aligned with our vision and capable of providing effective instruction daily, ultimately enhancing student achievement.	1/24/2025	Entire Charter Term	
T.C.A. §§ 49-6-2206-2207	Use of Unapproved Textbooks	Encompass's Board approves the use of curricular materials.	Encompass's academic model is designed to carry out instruction that ensures all students are proficient in Tennessee State Standards. Given the focus on mastery and fluency of foundational skills, we may materials not on the approved textbook list but aligned to skills necessary for Tennessee State Standards. Therefore, we will use a combination of materials from the state-approved list and some that are unapproved in Tennessee but have shown positive results that are backed by data/research when used in other states	1/24/2025	Entire Charter Term	

Encompass Community School
Approved Waivers
January 24, 2025

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. § 49-1-201(d)	Class Size	4 student variance from class size maximum	Given our use of multi-age groupings, having a 4 student variance on maximum and average class size will ensure we can run our academic program. Additionally, all classrooms will have two educators present.	1/24/2025	Entire Charter Term	1) The maximum class size does not exceed thirty (30) students per licensed instructor; and 2) Pursuant to T.C.A. § 49-13-111, a charter school may not waive teacher licensure requirements.