

Jackson Museum School Approved Waivers 01/23/2026

State Statute/Rule/Policy	Description of Statute/Rule/Policy	Replacement Policy/Practice	How will waiver of this statute/rule/policy help student achievement?	Length of approved waiver
T.C.A. §§ 49-5-501-513	Tenure: These statutes establish tenure protections for eligible public school teachers, including employment security based on length of service and due process requirements for dismissal or nonrenewal.	Jackson Museum School will operate without tenure and will instead employ teachers on annual, performance-based contracts. All instructional staff will be evaluated annually using the Tennessee Educator Acceleration Model (TEAM), supplemented with school-specific indicators aligned to the Museum School instructional model. Contract renewal, non-renewal, and professional support decisions will be based on evaluation results, student growth data, instructional effectiveness, and fulfillment of professional responsibilities.	Operating without tenure ensures that instructional effectiveness remains the primary determinant of continued employment. Annual performance-based contracts allow the school to promptly address instructional gaps, provide targeted professional support, and retain educators who demonstrate strong impact on student learning. This model promotes consistent instructional quality, protects students from prolonged ineffective instruction, and ensures staffing decisions remain aligned to student academic growth and school performance goals.	Entire charter term

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T.C.A. § 49-5-401	Teacher Assignment: This statute governs the assignment of school personnel, including timelines for staffing decisions for the upcoming school year.	Jackson Museum School requests flexibility related to the timing and structure of instructional assignments, not licensure requirements. All teachers will hold valid Tennessee licenses appropriate to their grade levels and subject areas. Teachers may be assigned to interdisciplinary and integrated instructional roles within the scope of their licensure and demonstrated competencies, supporting team-teaching, project-based learning, and instructional continuity. Final staffing assignments may be adjusted as enrollment and programmatic needs are finalized.	Flexibility in teacher assignment supports interdisciplinary instruction aligned to the Museum School model, allowing students to experience cohesive, integrated learning rather than fragmented subject delivery. Adjusting assignments based on actual enrollment and instructional needs ensures appropriate class sizes, instructional continuity, and effective use of teacher expertise, all of which contribute to stronger academic outcomes and a more responsive learning environment.	Entire charter term
T.C.A §§ 49-6-2206 and 49-6-2207	Use of Unapproved Textbooks	The school will use board-approved instructional materials aligned to Tennessee standards.	Allows use of curriculum aligned to inquiry-based, literacy-rich instruction.	Entire charter term
T.C.A. § 49-3-311	Capital Outlay	The school will comply with all applicable health, safety, and building code requirements while exercising allowable flexibility in capital outlay expenditures to support phased facility improvements aligned to the instructional model.	Allows the school to prioritize learning spaces, instructional technology, and student-centered environments that directly support the Museum School instructional model.	Entire charter term

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T.C.A. §§ 49-5-408-409	Contracts and Termination of Contracts	The school will implement board-approved employment contracts that align with charter school governance, including performance-based renewal and termination procedures.	Supports staffing flexibility to ensure instructional effectiveness and alignment with the school's mission.	Entire charter term
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave: These statutes govern leave policies for public school employees, including provisions related to sick leave, personal leave, and other authorized absences.	Jackson Museum School will implement a board-approved leave policy that provides reasonable and equitable leave benefits while maintaining fiscal responsibility and instructional continuity. The policy will clearly outline eligible leave types, accrual rates, approval processes, and expectations for professional responsibility. The school will prioritize advance planning and the use of qualified substitute coverage to minimize instructional disruption while supporting staff well-being and retention.	A flexible, board-approved leave policy supports staff stability, morale, and retention, which are critical to maintaining consistent, high-quality instruction for students. By balancing employee well-being with instructional continuity, the school reduces unnecessary classroom disruption and ensures students benefit from stable teacher-student relationships, contributing to improved engagement and academic outcomes.	Entire charter term

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SBE Rule 0520-01-02-.07	Library Information Center Personnel: This rule establishes requirements for library information center personnel, including staffing expectations for school library services.	Jackson Museum School will provide library and research services through integrated classroom libraries, high-quality digital resources, and shared instructional staff, rather than employing a traditional full-time librarian position. Literacy instruction and research skills will be embedded within classroom instruction, supported by curated collections, technology-based resources, and professional development for instructional staff.	Embedding library and research services directly into classroom instruction strengthens literacy development and ensures students regularly engage with texts, research, and information literacy skills as part of daily learning. This integrated approach maximizes instructional time, supports differentiated literacy instruction, and provides consistent access to high-quality resources, all of which contribute to improved reading proficiency and academic performance.	Entire charter term

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T.C.A. § 49-3-306(a); SBE Rule 0520-01-02-.02; SBE Policy 5.600	Licensed Personnel Salaries: These provisions establish requirements related to salary schedules and compensation structures for licensed public school personnel.	Jackson Museum School will implement a board-approved compensation plan that is competitive, mission-aligned, and fiscally sustainable. Compensation decisions will consider role responsibilities, experience, licensure, performance expectations, and the unique instructional demands of the school's educational model. The compensation plan will be reviewed annually by the board to ensure alignment with budgetary capacity, staffing needs, and organizational priorities.	A flexible compensation structure allows the school to recruit and retain high-quality educators who are well suited to the instructional rigor, interdisciplinary teaching, and student-centered practices of the Museum School model. Competitive and mission-aligned compensation supports teacher stability, reduces turnover, and ensures instructional consistency—key factors in building strong teacher-student relationships and improving student academic outcomes.	Entire charter term

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<p>T.C.A. § 49-6-303(a)(1) SBE Policy 5.103</p>	<p>School Counseling: These provisions require public schools to provide school counseling services delivered by licensed school counselors and outline expectations related to student support services, including academic, social-emotional, and postsecondary readiness supports.</p>	<p>Jackson Museum School will provide comprehensive student support services during its start-up phase through a licensed social worker in Year 1, supplemented by integrated, school-wide social-emotional learning (SEL) supports aligned to student needs. The licensed social worker will provide individual and small-group counseling, crisis response, family support, and coordination of community-based mental health services.</p> <p>As enrollment grows and operational capacity expands, the school will add a licensed school counselor beginning in Year 2 to further support academic guidance, student goal-setting, and long-term planning. This phased staffing model ensures students receive appropriate counseling and mental health supports from the first year of operation while allowing the school to scale services responsibly.</p>	<p>This waiver allows Jackson Museum School to implement a developmentally appropriate and financially responsible counseling model during its initial year while still meeting students' social-emotional and behavioral needs. Early access to licensed mental health support promotes emotional regulation, attendance, and readiness to learn—key drivers of academic success. The phased addition of a licensed school counselor ensures that as students progress and academic planning needs increase, counseling services expand accordingly, resulting in a comprehensive support system that directly contributes to improved student engagement, behavior, and academic achievement.</p>	<p>Entire charter term</p>