

**KIPP ANTIOCH COLLEGE PREP ELEMENTARY SCHOOL (KACPE) - Approved Waivers**

Revised 7/13/21

| 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)<br>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 KACPE payroll system reflects the school's purpose and philosophy.   | 7/13/2021        | Approved for entire charter term |   |
| T.C.A. § 49-5-401   | Teacher Assignment                                | KIPP Nashville SST approves annual calendar and school schedules   | KACPE will utilize an extended schedule, including increased instructional, as well as professional development hours. Teachers will receive compensation commensurate with the increased work hours.   | 7/13/2021        | Approved for entire charter term |   |
| State Board Policy 5.106 and 5.201 (II)(5)                | Evaluation of Administrators                      | KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes                    | A key to KACPE'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 KACPE 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 KACPE performance management system.   | 7/13/2021        | Approved for entire charter term | The waiver only applies to the administrator evaluation.            |
| 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 KACPE'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 KACPE 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. | 7/13/2021        | Approved for entire charter term |   |
| 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, KACPE will be results-driven. Therefore, all employees of KACPE will be "at-will."   | 7/13/2021        | Approved for entire charter term |   |
| T.C.A. § 49-5-101(a)<br>SBE Rule 0520-01-02-.03(6)        | Licensed School Leaders                           | KIPP Nashville school leaders will participate in KIPP Foundation School Leadership Programs for training and skills development | KACPE will recruit the most qualified school leaders from around the country to fulfill its mission.  | 7/13/2021        | Approved for entire charter term | This would only apply to the licensure of principals/school leaders |
| 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.  | 7/13/2021        | Approved for entire charter term |   |

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| T.C.A. § 49-3-316          | Local Fiscal Accounting            | KIPP Nashville Board approves budget through annual process  | While KACPE 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 KACPE program that management systems reflect KACPE's purpose and philosophy.  | 7/13/2021        | Approved for entire charter term |                      |
| T.C.A. §§ 49-6-2206-2207   | Use of Unapproved Textbooks        | KIPP Nashville SST approves use of curricular materials  | The KACPE curriculum and instructional approaches will be linked to the school's mission and goals. KACPE will use both state-approved textbooks and other unapproved instructional materials.   | 7/13/2021        | Approved for entire charter term |                      |
| 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 KACPE 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 KACPE mission and goals.  | 7/13/2021        | Approved for entire charter term |                      |
| T.C.A. § 49-3-359(a)       | Instructional Materials/Supplies   | 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. | 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. | 7/13/2021        | Approved for entire charter term |                      |

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| SBE Rule 0520-01-02-.31(4)   | Maximum Class Size                 | KACPE staffs each classroom with 2 teachers and 30 students - typically, both teachers are fully certified by TN requirements by the 1st day of school. Occasionally, the 2nd teacher in the class is finishing coursework to complete their licensure through the first semester of the school year. KACPE requests this waiver to accomodate staff members finishing their licensure requirements during the school year. At all times, at least 1 teacher in the classroom will have completed their TN licensure. | KACPE believes in the increased success of students through a stronger student:teacher ratio in each class.  | 7/13/2021        | Approved for entire charter term | 1) The maximum class size does not exceed thirty (30) students per licensed instructor; and<br>2) Pursuant to T.C.A. § 49-13-111, a charter school may not waive teacher licensure requirements.   |
| T.C.A. § 49-6-303 (a)(1)<br><br>State Board policy 5.103 – School Counseling Model and Standards<br><br>State Board policy 5.502 – Educator Licensure, Section (5)(d)<br><br>State Board rule 0520-02-03.05(5) | School Counseling                  | KACPE will have the flexibility to hire a qualified applicant who is a licensed school counselor, licensed school social worker, or a licensed professional counselor with school experience.   | KACPE student population requires a counselor with the credentials to support students in need of counseling related with home, environmental, societal, and cultural issues. Current statute, rule and policy limits the school to hiring only a licensed school counselor, which does not allow the counselor sufficient training to successfully support the intensity of issues within their largely immigrant student population. | 7/13/2021        | Approved for entire charter term | KACPE shall fill the counseling role with any of the following credentialed applicants:<br>a.) a licensed school counselor;<br>b.) a licensed school social worker; and/or<br>c.) a licensed professional counselor with demonstrated school experience. |