

**KIPP Antioch Global High School
Approved Waivers as of 1/26/2024**

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	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 KAGHS 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 KAGHS mission and goals.	9/22/2021	Approved for entire charter term	
T.C.A. §§ 49-5-408-409	Contracts and Termination of Contracts	KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes	A key to KAGHS'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 KAGHS 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.	9/22/2021	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 KAGHS' 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 KAGHS 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 KAGHS performance management system.	1/26/2024	Approved for entire charter term	The waiver only applies to the administrator evaluation.
T.C.A. § 49-1-302(e)	Duty Free Lunch	KIPP Nashville acknowledges the significance for teachers to have freedom in how their lunch time is used. KIPP Nashville encourages teachers to break for lunch, some staff make the decision to use their lunch as an opportunity to build relationships with students and other staff members.	Teachers will have autonomy with their schedule which is on par with our retention methods and student social-emotional commitment.	1/26/2024	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.	9/22/2021	Approved for entire charter term	
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	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.	9/22/2021	Approved for entire charter term	
SBE Rule 0520-01-02-.07	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.	9/22/2021	Approved for entire charter term	
T.C.A. § 49-3-306(a) SBE Rule 0520-01-02-.02 SBE Policy 5.600	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 KAGHS payroll system reflects the school's purpose and philosophy.	9/22/2021	Approved for entire charter term	
T.C.A. § 49-5-101(a) SBE Rule: 0520-02-03-.10	Licensed School Leaders	KIPP Nashville school leaders will participate in KIPP Foundation School Leadership Programs for training and skills development	KAGHS will recruit the most qualified school leaders from around the country to fulfill its mission.	9/22/2021	Approved for entire charter term	This waiver only applies to the licensure of school leaders/principals.

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<p>T.C.A. § 49-6-303 (a)(1)</p> <p>State Board policy 5.103 – School Counseling Model and Standards</p> <p>State Board policy 5.502 – Educator Licensure, Section (5)(d)</p> <p>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>KAGHS 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>	<p>9/22/2021</p>	<p>Approved for entire charter term</p>	
<p>T.C.A. § 49-5-401</p>	<p>Teacher Assignment</p>	<p>KIPP Nashville SST approves annual calendar and school schedules</p>	<p>KAGHS will utilize an extended schedule, including increased instructional, as well as professional development hours. Teachers will receive compensation commensurate with the increased work hours.</p>	<p>9/22/2021</p>	<p>Approved for entire charter term</p>	
<p>T.C.A. §§ 49-5-501-513</p>	<p>Tenure</p>	<p>KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes</p>	<p>As a charter school, KAGHS will be results-driven. Therefore, all employees of KAGHS will be "at-will."</p>	<p>9/22/2021</p>	<p>Approved for entire charter term</p>	
<p>T.C.A. §§ 49-6-2206-2207</p>	<p>Use of Unapproved Textbooks</p>	<p>KIPP Nashville SST approves use of curricular materials</p>	<p>The KAGHS curriculum and instructional approaches will be linked to the school's mission and goals. KAGHS will use both state-approved textbooks and other unapproved instructional materials.</p>	<p>9/22/2021</p>	<p>Approved for entire charter term</p>	