

**KIPP ANTIOCH COLLEGE PREP MIDDLE SCHOOL (KACPM) - 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) 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 KACPM 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	KACPM 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 KACPM'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 KACPM 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 KACPM performance management system.	7/13/2021	Approved for entire charter term	The waiver only applies to the administrator evaluation.
T.C.A. §§ 49-5-501-513 T.C.A. 49-5-408-409 SBE 0520-2-2(2)	Tenure	KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes	As a charter school, KACPM will be results-driven. Therefore, all employees of KACPM will be "at-will."	7/13/2021	Approved for entire charter term	
T.C.A. § 49-5-101(a) SBE Rule 0520-01-02-.03(6)	Licensed Principals	KIPP Nashville school leaders will participate in KIPP Foundation School Leadership Programs for training and skills development	KACPM 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	
T.C.A. § 49-3-316	Local Fiscal Accounting	KIPP Nashville Board approves budget through annual process	While KACPM 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 KACPM program that management systems reflect KACPM'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 KACPM curriculum and instructional approaches will be linked to the school's mission and goals, KACPM 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 KACPM 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 KACPM mission and goals.	7/13/2021	Approved for entire charter term	

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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		
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.	KIPP Nashville's middle school academic program relies heavily on the ability to provide small group, targeted instruction at various points throughout the day. As a result, KACPM plans to setup larger homerooms (between 30-34) with ongoing pull out interventions with specialized intervention teachers. This staffing model is in direct support of KIPP Nashville's academic strategy to significantly advance academic performance with highly targeted instruction.	7/13/2021	Approved for entire charter term	1) The maximum class size does not exceed thirty-four (34) students per licensed instructor; and 2) Pursuant to T.C.A. § 49-13-111, a charter school may not waive teacher licensure requirements.

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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	KACPM 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.	KACPM 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	KACPM 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.