

LEAD Southeast Elementary

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	LEAD Board approves all facility contracts and leases.	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 LEAD gain freedom from non-health and safety standards for school site and have control of the facility vested in the LEAD board, rather than the local 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 LEAD mission and goals			
T.C.A. §§ 49-5-408-409	Contracts and Employment Termination	LEAD SLT team approves specific salaries and/or salary structures each year and total salary costs are approved by the board as a part of the annual budget approval process.	A key to LEAD's success is being able to attract and retain staff that is committed to our mission and to provide them with motivation necessary to get the job done. It is essential that LEAD be able to design hiring, pay, benefits, promotion and evaluation systems that are aligned with our mission and goals.			
T.C.A. § 49-1-302(e)	Duty Free Lunch	We believe that it is important for teachers to have flexibility in how they will use lunch time. While all LEAD teachers are encouraged to break for lunch, many choose to spend lunch time developing relationships with students and coworkers.	Allowing teachers flexibility in their day aligns to our goal of professionalizing the teacher profession and yields to better teacher retention and student outcomes.			
State Board Policy 5.106 and 5.201 (II)(5)	Evaluation of Administrators	LEAD SLT oversees performance evaluations of all school leaders and assists with evaluations of assistant principals, school directors, deans, and various supervisors as needed.	A key to LEAD's program is the autonomy necessary to attract a staff that is committed to the LEAD mission and to provide them with the training and tools necessary to meet job expectations and pursue our mission. Accordingly, it is essential that LEAD be able to design hiring, pay, benefits, promotion and evaluation systems that are aligned with the school's mission and goals. The guidelines and performance expectations are outlined specifically in the annual performance goals as part of the LEAD performance management system.			
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	In lieu of distributing funds to teachers to purchase their own instructional materials/supplies, LEAD acquires high quality instructional/supplies for teachers and the school and distributes them prior to the first day to school. Teachers may also request additional materials and supplies unique to their classroom.	Acquiring high-quality instructional materials/supplies for all teachers and distributing them prior to the first day of school, as opposed to distributing funds to teachers for them to buy their own, will ensure that LEAD maintains high-quality instructional materials/supplies used in each classroom aligned to LEAD's academic model and purchases them in the most effective manner.			
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	LEAD sets its own leave policies in accordance with all state and federal laws and regulations, and are approved by the LEAD Governing Board	As with other areas regarding employment and benefits, LEAD's ability to attract and retain quality staff is paramount to its success. LEAD has established policies and procedures regarding leave of absences for a variety of reasons, including parental leave, military leave, and sick leave, and would prefer to rely on its policies and procedures which are equivalent or more generous than similar state policies, furthering our mission.			
SBE Rule 0520-01-02-.07	Library Information Center	LEAD schools provide students with access to classroom libraries and on-site internet access at school.	Library resources are available to students through the public library system, internet resources at school, and via classroom libraries			
T.C.A. § 49-3-306(a) SBE Rule 0520-01-02-.02 SBE Policy 5.600	Licensed Personnel Salaries	While we ensure that public monies will be used properly and all personnel will be paid adequately and timely, it is critical to our individual school's purpose and philosophy. At LEAD we believe academic results should be a factor in determining compensation.	While we will 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 LEAD compensation structure allows the school to flexibility to attract and retain the best talent possible.			
T.C.A. § 49-5-101(a) SBE Rule: 0520-02-03-.10	Licensed School Leaders	LEAD provides significant internal and external training resources for all school leaders and also prepares aspiring leaders through its resident school director program.	LEAD will recruit the most qualified school leaders from around the country to fulfill its mission.			
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	LEAD will have the flexibility to hire a qualified applicant who is: 1. A licensed school counselor, 2. A licensed school social worker, 3. A licensed professional counselor with school experience, or 4. An individual who holds an advanced degree in school counseling or social work from an accredited college or university.	The LEAD 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.			
T.C.A. §§ 49-5-501-513	Tenure	LEAD SLT team approves specific salaries and/or salary structures each year and total salary costs are approved by the board as a part of the annual budget approval process.	As a charter school, LEAD must be performance driven. Therefore, all employees of LEAD will be "at-will".			
T.C.A. §§ 49-6-2206-2207	Use of Unapproved Textbooks	LEAD SLT approves use of curricular materials	The LEAD curriculum and instructional approaches will be linked to the school's mission and goals. LEAD will use both the state approved textbooks and other unapproved instructional materials.			