

Nurses Middle College Nashville
Approved Waivers
January 24, 2025

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	Free non-health and safety regulations, Nurses Middle College Nashville maintains autonomy over its school premises, with the control over its facility being retained by its governing board, independent of the board of education.	Charter schools face steep challenges related to facilities as they are independent and fund their own school sites. To this end, this waiver ensures that we maintain control over our facility, as well as enables us to effectively deploy resources for our school site in alignment with our mission, vision, model, and goals - all of which are anchored in student achievement.	1/24/2025	Entire Charter Term	
T.C.A. §§ 49-5-408-409	Contracts and Employment Termination	All employees of Nurses Middle College Nashville are "at-will" employees.	Attracting and retaining highly effective staff is critical to realizing our mission and ensuring that our students reach their highest academic potential. We will provide ample job-embedded professional learning opportunities to our staff, including robust professional development, coaching, observation and feedback cycles, and evaluation. Accordingly, teachers' effectiveness will be determined by performance and student outcomes. To this end, we must be afforded the autonomy to make determinations around hiring, compensation and benefits to ensure that we employ highly-effective staff and provide our students with high-quality instruction.	1/24/2025	Entire Charter Term	
T.C.A. § 49-1-302(e)	Duty Free Lunch	Teachers utilize their lunch as needed, including using lunch time to complete work tasks and build relationships with and provide support to students.	The flexible use of lunch time will ensure that teachers can complete work tasks and attend to student needs, which supports student achievement.	1/24/2025	Entire Charter Term	
State Board Policy 5.106 and 5.201 (II)(5)	Evaluation of Administrators	The process by which and the standards on which administrators will be evaluated align with the state-approved asministrator evaluation model that also fits with the mission and model of Nurses Middle College Nashville.	To ensure that administrators' performance is highly-effective in alignment with the unique mission and model of Nurses Middle College Nashville, school leaders will be evaluated by the Executive Director in accordance with the Tennessee Educator Accelerator Model (TEAM) for administrators, which is a state-approved administrator evaluation model. TEAM will be implemented with fidelity and all evaluation timelines prescribed by the TDOE will be followed.	1/24/2025	Entire Charter Term	

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T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	Nurses Middle College Nashville has the flexibility to utilize both state-approved and unapproved instructional materials, supplies, and textbooks to support its nursing-focused mission and model.	Using high-quality instructional materials, supplies, and texts that align to our nursing-focused mission and model will support student achievement. To this end, we will employ a myriad of high-quality instructional materials, supplies, and texts that best support our academic plan and student population, which will be comprised of a high percentage of students who are economically disadvantaged and who are English language learners. Among this will be the use of American Reading Company (ARC) for our ELA curriculum. This research-based curriculum aligns with Tennessee Academic Standards and was designed with diversity and with both English and non-English speakers in mind. To this end, the curriculum offers an array of texts for our diverse population of students and parity for our students who are English language learners while covering required state standards. Additionally, our science curriculum is proprietary, created by our CMO. It was specially designed to ensure that students learn key concepts and practices related to nursing in biology, chemistry, anatomy, and physiology. All of our specially designed science courses and corresponding curriculum, instructional materials, supplies, and texts align with Tennessee Academic Standards and provide students with critical knowledge and skills related to nursing.	1/24/2025	Entire Charter Term	
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	Nurses Middle College Nashville determines its own leave policies, all of which comply with all federal and state laws and are approved by the Nurses Middle College Nashville Board.	We will create leave policies that consider the needs of both staff and students to minimize disruptions to teaching and learning. Leave policies will be approved by the Nurses Middle College Nashville Board.	1/24/2025	Entire Charter Term	
SBE Rule 0520-01-02-.07	Library Information Center	Nurses Middle College Nashville provides students with access to classroom libraries.	We will provide our students with access to an array of high-quality, rigorous, and diverse texts through classroom libraries that will contain both hard-copy and virtual texts.	1/24/2025	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	As a part of the annual budgeting process, the Nurses Middle College Nashville Board approves salaries.	To ensure that we attract and retain high-performing staff in alignment with our mission of preparing students to become the highly educated professional nursing workforce of the future, we must be able to make independent determinations about personnel salaries.	1/24/2025	Entire Charter Term	
T.C.A. § 49-5-101(a) SBE Rule: 0520-02-03-.10	Licensed School Leaders	Nurses Middle College Nashville recruits and hires highly-qualified leaders.	In alignment with our innovative, nursing-focused mission and model, we require the autonomy to employ leaders who posses the skills, expertise, and experience to implement our unique plan and realize our mission.	1/24/2025	Entire Charter Term	
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	Nurses Middle College Nashville exercises the flexibility to hire qualified personnel to execute the responsibilities of a school counselor, which may include utilizing multiple roles to fulfill such responsibilities.	Allowing us the flexibility to execute the responsibilities of a school counselor will enable us to make staffing decisions and allocate roles in alignment with our mission, model, and student need, ensuring our students receive the supports they need and are able to reach their highest potential.	1/24/2025	Entire Charter Term	Nurses Middle College 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
T.C.A. §§ 49-5-501-513	Tenure	All employees of Nurses Middle College Nashville are "at-will" employees.	We will attract, hire, and retain highly-effective staff who believe in our mission and model and who provide students with effective instruction to ensure that they become the highly educated professional nursing workforce of the future.	1/24/2025	Entire Charter Term	

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T.C.A. §§ 49-6-2206-2207	Use of Unapproved Textbooks	NursesMC-Nashville will require flexibility to implement its standards-driven, rigorous ELA curriculum aligned to TN State Standards and support our nursing-focused mission and model.	Using high-quality instructional textbooks, materials, and supplies that align to our nursing-focused mission and model will support student achievement. To this end, we will employ a myriad of high-quality texts, instructional materials, and supplies that best support our academic plan and student population, which will be comprised of a high percentage of students who are economically disadvantaged and who are English language learners. Among this will be the use of American Reading Company (ARC) for our ELA curriculum. This research-based curriculum aligns with Tennessee Academic Standards and was designed with diversity and with both English and non-English speakers in mind. To this end, the curriculum offers an array of texts for our diverse population of students and parity for our students who are English language learners while covering required state standards. Additionally, our science curriculum is proprietary, created by our CMO. It was specially designed to ensure that students learn key concepts and practices related to nursing in biology, chemistry, anatomy, and physiology. All of our specially designed science courses and corresponding curriculum, texts, instructional materials, and supplies align with Tennessee Academic Standards and provides students with critical knowledge and skills related to nursing.	1/24/2025	Entire Charter Term	