

**KIPP Antioch Global Middle 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 KAGMS 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 KAGMS mission and goals.	4/05/2023	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 KAGMS' 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 KAGMS 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.	4/05/2023	Approved for entire charter term	
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 emotional and social commitment.	1/26/2024	Approved for entire charter term	

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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 KAGMS'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 KAGMS 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 KAGMS performance management system.	4/05/2023	Approved for entire charter term	The waiver only applies to the administrator evaluation.
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.	4/05/2023	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.	1/26/2024	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.	4/05/2023	Approved for 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	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 KAGMS payroll system reflects the school's purpose and philosophy.	4/05/2023	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	KAGMS will recruit the most qualified school leaders from around the country to fulfill its mission.	4/05/2023	Approved for entire charter term	This would only apply to the licensure of principals/school leaders
SBE Rule 0520-01-02-.31(4)	Maximum Class Size	KAGMS 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. KAGMS requests this waiver to accommodate 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.	KAGMS believes in the increased success of students through a stronger student:teacher ratio in each class.	4/05/2023	Approved for entire charter term	1) The maximum class size does not exceed thirty (30) students per licensed instructor; and 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) 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	KAGMS 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.	KAGMS 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.	4/05/2023	Approved for entire charter term	KAGMS 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. § 49-5-401	Teacher Assignment	KIPP Nashville SST approves annual calendar and school schedules	KAGMS will utilize an extended schedule, including increased instructional, as well as professional development hours. Teachers will receive compensation commensurate with the increased work hours.	4/05/2023	Approved for entire charter term	

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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, KAGMS will be results-driven. Therefore, all employees of KAGMS will be "at-will."	4/05/2023	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 KAGMS curriculum and instructional approaches will be linked to the school's mission and goals. KAGMS will use both state-approved textbooks and other unapproved instructional materials.	4/05/2023	Approved for entire charter term	