

**Promise Academy Spring Hill
Approved Waivers as of 12/20/2023**

| 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 | It is critical that we have freedom from non-health and safety standards for the school site and have control of the facility, rather than the board of education. | Promise will maximize the effectiveness of school site resources to drive student achievement and align our building choices with our mission and goals. | 3/24/2023 | Approved for entire charter term | |
| T.C.A. § 49-5-408-409 | Contracts and Employment Termination | All Promise employees at "at-will" employees. All teachers are assessed based on their performance and student achievement. | Retaining high-performing teachers allows Promise to maximize student growth and achievement. | 3/24/2023 | Approved for entire charter term | |
| T.C.A. § 49-1-302(e) | Duty Free Lunch | We believe that it is important for teachers to have flexibility in how they use lunch time. Promise teachers and staff often use this time to build/strengthen relationships with their students. | Allowing teachers flexibility to use their time in the way they feel is most effective leads to better student outcomes. | 3/24/2023 | Approved for entire charter term | |
| T.C.A. § 49-3-359(a) | Instructional Materials/Supplies | In lieu of distributing funds to teachers to purchase their own instructional materials/supplies, Promise acquires high-quality instructional materials/supplies for teachers and the school and distributes them prior to the first day of school. | 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 Promise maintains high-quality instructional materials/supplies used in each classroom aligned to Promise's academic model. | 3/24/2023 | Approved for entire charter term | |
| T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816 | Leave | Promise sets its own leave policies in compliance with all state and federal laws and approved by the Promise Board of Directors. | Promise's leave policies balance both the needs of teachers and those of students by minimizing disruptions to student learning. | 3/24/2023 | Approved for entire charter term | |
| SBE Rule 0520-01-03-.07 | Library Information Center | Promise provides students access to extensive high quality materials in the classroom and library. Existing staff at Promise supports library activities in place of a librarian, and increase library resources based on student need. | Existing staff will assist students in getting the most out of classroom and school library resources and adjust support based on student needs. | 3/24/2023 | 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 | While we ensure that public monies will be used properly and all personnel will be paid adequately, accurately and ontime, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. | Promise will use compensation as one tool to attract and retain the best possible teachers, leading to high-quality instruction provided to students in every classroom. | 3/24/2023 | Approved for entire charter term | |
| T.C.A. § 49-5-101(a) SBE Rule 0520-02-03-.10 | Licensed Principals | Promise will recruit and interview all highly qualified candidates. | Promise will recruit the most qualified candidates and be able to hire the leaders who will most effectively fulfill its mission. | 3/24/2023 | Approved for entire charter term | |
| T.C.A. § 49-5-501-513 | Tenure | All Promise employees are "at-will" employees. | A major element of student success will be Promise's ability to attract and retain a staff that is committed to our mission and vision to deliver effective instruction every day. | 3/24/2023 | Approved for entire charter term | |
| T.C.A. § 49-6-2206-2207 | Use of Unapproved Textbooks | Promise will use instructional materials aligned to its academic model. | To meet the wide needs of all students within our instructional model, including students with unique learning needs, Promise will select the curriculum and textbooks. | 3/24/2023 | Approved for entire charter term | |