

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	TNA's 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 TNA's payroll system reflects the school's purpose/philosophy.			
T.C.A. § 49-5-401	Teacher Assignment	TNA's board approves annual calendar, school schedules, and teacher assignments.	Teaching assignments may change after May 15 each year.			
T.C.A. § 49-5-501-13	Tenure	TNA's Directors oversee performance evaluations	TNA is results-driven. Therefore, all employees of TN will be at-will employees.			
T.C.A. §§ 49-5-101(a); SBE Rule 0520-1-2-.03(6)	Licensed Principals	TNA's Directors will participate in internal training & skills development	TNA will internally train school leaders in alignment with our unique mission and approach and will recruit the most qualified leaders to fulfill its mission			
T.C.A. § 49-3-316	Local Fiscal Accounting	TNA's Board approves budget through annual process	TNA 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 an annual financial audit that will be submitted to the State. It is critical to the TNA model that management systems reflect the school's mission and vision, including financial sustainability.			
T.C.A. §§ 49-6-2206-2207	Use of Unapproved Textbooks	TNA's Board approves use of curricular materials	TNA's curriculum and instructional approaches will be linked to the school's mission and goals. TNA will use both state-approved textbooks and other unapproved instructional materials.			
SBE Rule 0520-01-03-.07(1-2)	Classroom Libraries	TNA maintains classroom libraries rather than a school library information center.	To support our independent reading and personalized learning initiatives, TNA will have classroom libraries available to students. These classroom libraries will be maintained by the classroom teacher and school-based leadership team rather than by library information center personnel.			
T.C.A. § 49-3-311	Capital Outlay	TNA's 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 TNA gain freedom from non-health and safety standards for the school site and have control of the facility vested in the TNA board, rather than the city board of education. This freedom will allow us to use the school site resources most effectively and align building choices with TNA's mission and goals.			
T.C.A. § 49-6-1021	Opportunities for Physical Activity	TNA's leadership approves schedules including time for student health and well-being through physical activity.	Students will be involved in physical education activities every day, each week. School leaders will schedule these opportunities and ensure that the PE curriculum meets state content standards.			
T.C.A. §§ 49-5-408-409	Evaluation Contracts and Termination of Contracts	TNA oversees performance evaluations through TNA and leadership processes	A key to TNA's 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 TNA 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.			
SBE Rule 0520-01-02-.04	Leave for Teachers	TNA sets its own leave policies in compliance with all state and federal laws and approved by the TNA Board of Directors.	TNA's leave policies balance both the needs of teachers and those of students by minimizing disruptions to student learning.			All parts of this section of 0520-01-02-.04 can be waived except for 0520-01-02-.04(5) which requires substitute teachers to be appropriately licensed and endorsed if serving for longer than 20 consecutive days.
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	TNA standardizes all student and classroom supplies and additionally supplies all classroom materials for students including notebooks, binders, pencils etc. 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.	TNA standardizes all student and classroom supplies and additionally supplies all classroom materials for students including notebooks, binders, pencils etc. 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.			
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	TNA will have the flexibility to hire a qualified individual(s) to fulfill the responsibilities of a school counselor (academic development, social and emotional development, and college and career readiness) through multiple roles/duties both within the school and within the network.	TNA will provide students with the appropriate academic, social/emotional, post-secondary readiness support through a combination of team members at the school and network level. The school-level director of operations will lead the assessment coordination for the school. The Outdoor Experiences Coordinator will support student post-secondary readiness needs through the management of Work-based Learning Credits and Industry Certifications. The student support team will provide students with social/emotional support and development.			