

Tennessee Department of Education
Employment Standards Waiver Application

Read and complete ALL sections of the application to ensure timely response.

Section 1 – General Information			
Last Name (First, Middle, Last): Strickland		First Name: Jennifer	Middle Initial: G
[Redacted]		TN License#: 000271195	Expiration Date: 8/31/2023
[Redacted]		Email Address: [Redacted]	
System Name: Hardin County		Current Endorsement(s) Held: 002 (K-3) and 101 (1-8)	
School Name: Parris South Elementary		System #: 00360	
School Year: 2015/2016		School #: 0045	
Date Educator Placed in Waiver Position: Jan. 25, 2016		Date Educator Placed in Waiver Position: Jan. 25, 2016	
Subject(s) and Course Code(s) of Waiver Position to be Filled: Self-contained CDC - 91254 9129		Endorsement(s) Needed for the Waiver Position: 460	
Year of Waiver Request: (Check One) <input checked="" type="checkbox"/> 1 st Year <input type="checkbox"/> 2 nd Year (passed tests and/or enrolled in program, required) <input type="checkbox"/> 3 rd Year (all tests passed and evidence of progress in coursework, required)			
Section 2 – Recruiting and Staffing Information			
Each of the following criteria must be met. Please check each box affirming that each statement is true:			
<input checked="" type="checkbox"/> The waiver is being requested to fill a vacant, high need position			
<input checked="" type="checkbox"/> The waiver is being requested to fill a mission-critical position [core academic, non-instructional leader]			
<input checked="" type="checkbox"/> The school district has engaged in thorough, responsible position-specific recruitment efforts to find appropriately endorsed candidates for the position for which a waiver is being requested AND has been unsuccessful in those efforts			
<input checked="" type="checkbox"/> The educator being recommended for the waiver is the most qualified candidate for the position for which a waiver is being requested.			
Section 3 – Plans to Obtain Proper Endorsement			
Is applicant registered to take appropriate Praxis test(s): (Check one) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Praxis registration date: March 2016	
Has applicant taken and passed appropriate Praxis test(s): (Check one) <input checked="" type="checkbox"/> Yes ⁵⁵⁴³ <input type="checkbox"/> No Score(s) 153 Still lacks test 5203		Is applicant enrolled in a university/college program: (Check one) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Name of university/college program: N/A		Number of program hours COMPLETED: N/A	

I hereby certify the information provided in this application is true and correct, and the district is in urgent need of a waiver.

Educator Name - Print: Jennifer G Strickland		Educator Signature/Date: Jennifer Strickland, 2/23/16	
Human Resources Contact - Print: Michael Davis	Human Resources Contact - Email: Michael.davis@hctnschools.com	Human Resources Signature/Date: Michael Davis, 2/23/16	

Submit completed application to:
Tennessee Dept. of Education, Office of Educator Licensing 12th floor, 710 James Robertson Pkwy, Nashville TN 37243-0376

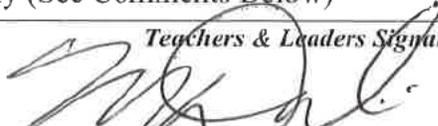
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Director of Schools Name – Print <i>Michael Davis</i>	Director of Schools Signature/Date <i>Michael Davis 2/23/16</i>
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Section 4 – TO BE COMPLETED BY DEPARTMENT OF EDUCATION

Teachers & Leaders Recommendation

Approve Deny (See Comments Below)

Teachers & Leaders Name - Print <i>Michael Deurlein</i>	Teachers & Leaders Signature/Date 
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Candice McQueen, Commissioner of Education Print	Candice McQueen, Commissioner of Education Signature /Date <i>Candice McQueen^P 3/14/16</i>
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Additional Comments

**Employment Standards Waiver Application
Frequently Asked Questions**

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- Question:** Who can apply for a waiver?
Answer: Only school districts [not individual educators] may apply for waivers.
- Question:** Are there any restrictions on the endorsements for which the system may acquire a waiver?
Answer: Courses which conclude with an end-of-course exam for high school credit may not be taught on waivers.
- Question:** Where do I locate the Subject and Course Code(s) assignment?
Answer: The information can be found in the Correlations of Course & Endorsement Codes Document.
<http://www.tn.gov/education/districts/correlations.shtml>
- Question:** When must my system apply for a waiver?
Answer: A waiver must be requested and approved if an educator holding an Apprentice, Transitional, or Professional License is scheduled to teach more than one course or more than two sections of one course outside the area of endorsement.
- Question:** What supplemental information or documents should we provide in order to strengthen this application?
Answer: Evidence [original or photocopied documentation] that the educator for whom the waiver is being requested is actively pursuing or engaged in coursework to obtain the endorsement AND/OR registered to take the relevant Praxis exam.
- Question:** How long is an approved waiver valid?
Answer: One academic year [July 1 – June 30]. Waivers must be renewed each year and must include evidence of the applicant’s progression toward the additional endorsement.
- Question:** Where can I send this application?
Answer: Please send completed application and supporting documentation to: Tennessee Department of Education, Office of Educator Licensing, 12th floor, 710 James Robertson Pkwy, Nashville TN 37243-0376. Completed applications can be faxed to (615) 532-1448 or emailed to Education.Licensing@tn.gov.
- Question:** If the waiver application is denied, what should we do?
Answer: The system should develop a plan to recruit an educator with the proper endorsement.

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