



Introduction to Value Added Flexibility in FCS

Training Module

1st
students



Charter System Flexibility in FCS



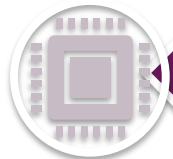
Engaging the VAF Process



Drafting an Application



Responding to Feedback



Implementing & Monitoring



Resources & Supports

Principles of Shared Governance



“Empowered teams have been found to experience greater collaboration and coordination, as well as more novel and innovative solutions to problems.”

Craig L. Pearce

VAF Process Overview

School or district requests for local and state policy waivers that strategically support planning efforts by adding value for defined stakeholder groups.



Rationale for Change



Why?

- Encourage Innovation
- Identify and Expand Successful Initiatives



What?

- Improved Application
- Normed Feedback



How?

- Clear Evaluation Plans
- Shared Ownership
- Improved Accountability

Engaging the VAF Process



District Flexibility

Allows FCS to designate firm policies and leverage flexibility universally across the district

Opt-In/Opt-Out

Leads to a menu of flexibility options for schools to select from

School-Level Innovations

Promotes community-driven approaches to innovative problem-solving that create added value to existing frameworks

Identifying Challenges

Monitoring Strategic Goals

Performing Needs Assessments

Reviewing School Data

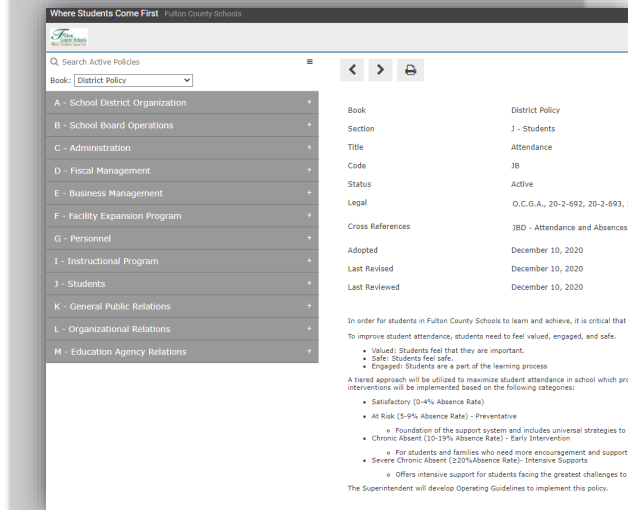
Engaging Public Feedback



Policy Structures

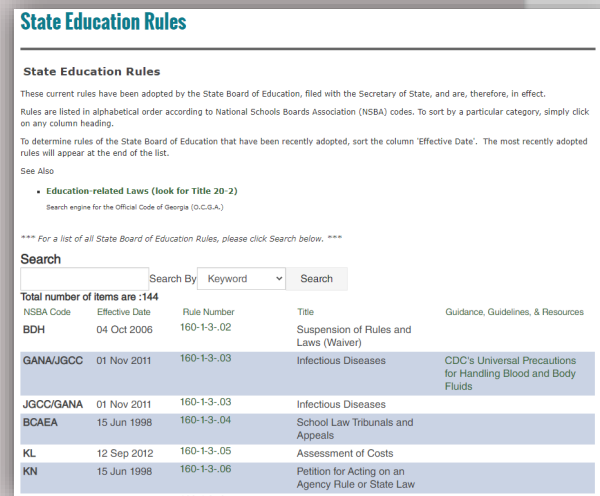
FCBOE Policy Manual

Board Policy, Procedure, & Operating Guidelines



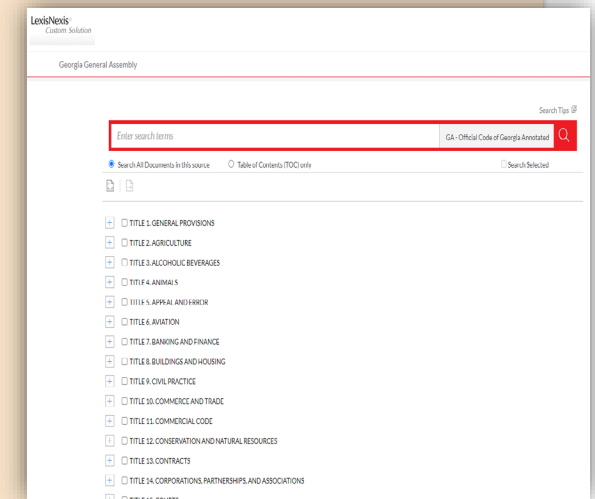
State Board Rules

Current rules adopted by the Georgia State Board of Education



O.C.G.A. Title 20:

The official laws of the state of Georgia



To access district and state policy and tools to support navigating policy, please visit the Charter System Website at www.fultonschools.org/vaf

Waivable State Policies

Graduation
Requirement
Substitution

Class Size

Certification
Requirements

Early
Intervention

Remedial
Education
Program

Instructional
Extension

For a list of current FCS waivers, please visit the Charter System Website at www.fultonschools.org/vaf

Non-Waivable State Policies

Assessment
and
Accountability

Health and
Safety

Student
Conduct and
Discipline







Discrimination

Federal Law

FERPA

QBE funding
formula

Non-Waivable FCS Policies

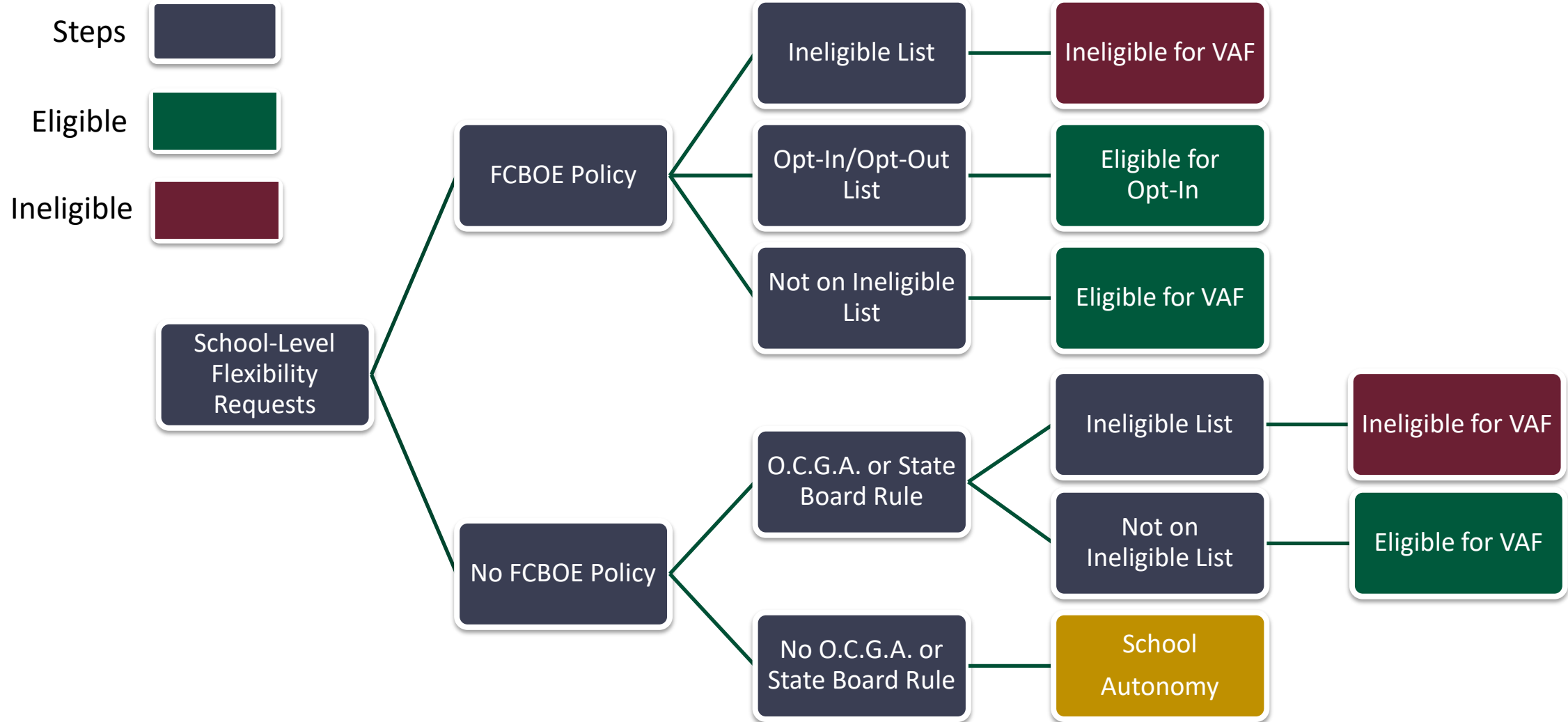
-  School Calendar
-  School Year
-  Grading and Reporting
-  Continuous Achievement
-  Curriculum Development, Delivery and Evaluation
-  Opt-In Waiver Choices

Opt-In/Opt-Out Waivers

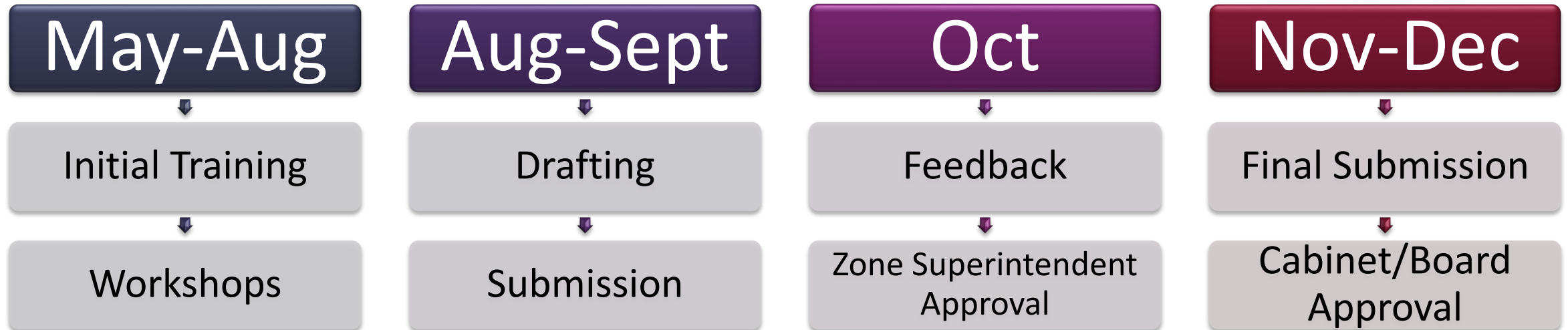
- Menu of Preapproved Options
- Simple Online Form
- Monitored by Program Evaluation



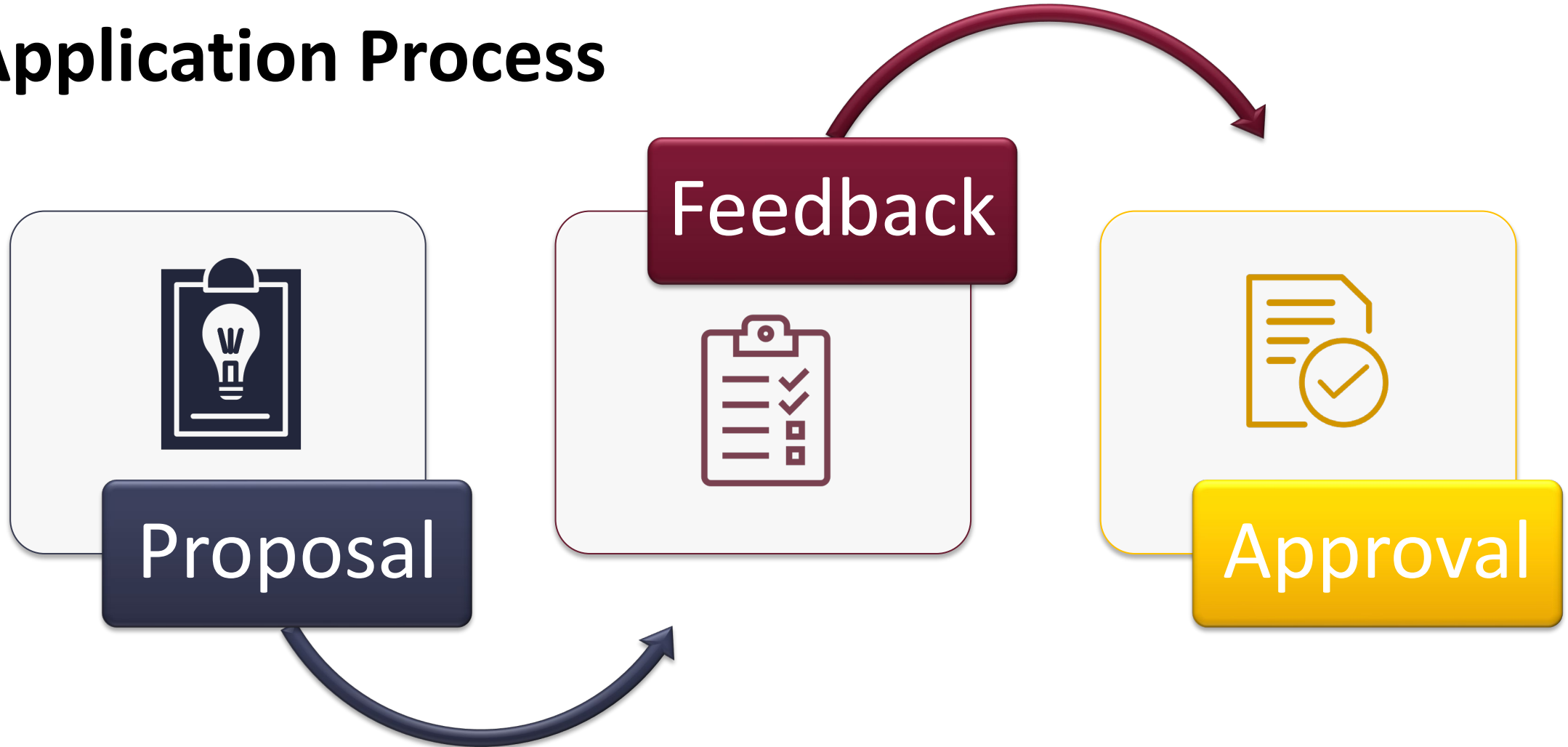
Engaging the VAF Process



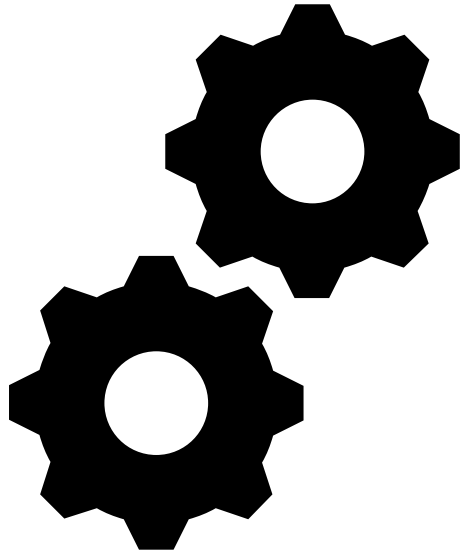
Fall 2021 VAF Timeline



Application Process



Application Focus Areas



Impact &
Purpose

- Project Purpose
- Alignment with Strategic Direction

Technical
Soundness

- Expected Outcomes
- Implementation
- Analysis Plan
- District Operations

Feasibility

- Capital Resources
- Human Resources
- Zone Priorities

Best Practices

Use clear and concise language

Include time frames where they are applicable

Address all parts of the question

Ensure that outcomes focus on student success

Research your concept to strengthen your claims

Utilize the VAF Rubric to self-assess

Gathering Feedback

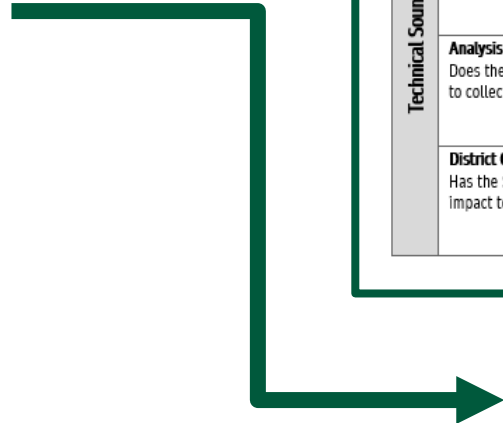


“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”

- Sundar Pichai

Strategy and
Governance

Zone
Superintendent



Value-Added Flexibility Rubric

School Name: _____ Zone: _____ Principal: _____

Title: _____ Policy(s) Waived _____

	Category	Does Not Meet Expectations	Approaching Expectations	Meets Expectations	Comments
Impact and Purpose	Project Purpose Is the need for the waiver clearly articulated in the application?	The need for the waiver was not clearly articulated.	The description is adequate though the need for greater clarity is apparent.	The need for the waiver is clearly evidenced in the application.	
	Alignment with Strategic Direction Does the proposal provide evidence of alignment with the school need and/or community needs?	Lack of alignment with school or community needs.	Minimal/loose alignment with school or community needs.	Clear alignment with school or community needs.	
Technical Soundness	Expected Outcomes Does the SGC clearly describe the intended outcomes of the proposal?	Proposal does not outline expected outcomes.			
	Implementation Does the SGC clearly describe steps to implement the proposal?	The school does not outline steps to implement the proposal.			
	Analysis Plan Does the proposal clearly outline plans to collect, measure, and analyze data?	The analysis does not outline plans to collect, measure, and analyze data.			
	District Operations Has the SGC sufficiently described the impact to district operations?	The proposal does not adequately describe the impact to district operations.			

Value-Added Flexibility Rubric

Zone Superintendent Use Only

	Category	Does Not Meet Expectations	Approaching Expectations	Meets Expectations	Comments
Feasibility	Capital Resources Does the school have the necessary resources (ex. money, time, materials, etc.) to execute this proposal successfully?	The school does not have the necessary resources to execute this proposal successfully.	The school has some of the necessary resources to execute this proposal successfully.	The school has (or has a plan to acquire) the necessary resources to execute this proposal successfully.	
	Human Resources Does the school have the capacity to manage the impact on day-to-day operations?	The school does not have the capacity to support the impact on day to day operations.	The school has some of the necessary capacity to support the impact on day to day operations.	The school has the capacity to support the impact on day to day operations.	
	Zone Priorities Does the proposal align with zone's priorities?	The proposal does not align with zone's priorities.	The proposal somewhat aligns to the zone's priorities.	The proposal clearly aligns with the zone's priorities.	

_____ Approve

_____ Approve with Modifications

_____ Deny

Zone Superintendent Signature _____ Date: _____

Zone Superintendent Print _____



Personalized Support for
Schools with Evaluation Design



Annual School Progress
Reports



District-Wide Assessment of
Opt-In/Opt-Outs

Considerations

- Focus on Added Value vs. Substitutions
- Shift to Single Application Cycle
- Early Submission Requirements
- Importance of Feedback Opportunities
- Emphasis on Monitoring & Accountability



Summer
Workshops



Facilitator
Support



Policy
Navigation
Tools



Support
Resources



Next Steps

Schedule July SGC Meeting

Fully Staff Council

Reexamine Strategic Goals and Initiatives

Create a Plan for Reviewing School Data

Designate Attendees for Summer VAF Workshops

Ryan Moore - Exec. Director, Strategy

mooregr@fultonschools.org

Freddie Benschine - Coord. for Governance

benschinef@fultonschools.org

Gina Foster - Zones 1 & 3 Facilitator

fosterg@fultonschools.org

Jan Jackson - Zones 2 & 4 Facilitator

jacksonj7@fultonschools.org

Hannah Zey - Zone 5 Facilitator

zeyh@fultonschools.org

Erin King - Zones 6 & 7 Facilitator

kinge@fultonschools.org

Corinthia Hill - Prof. Assistant

HillC4@fultonschools.org

<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>	<u>Zone 5</u>	<u>Zone 6</u>	<u>Zone 7</u>
Banneker	Tri-Cities Creekside	Westlake Langston South STEM	Riverwood North Springs	Roswell Centennial	Johns Creek Northview Chattahoochee	Alpharetta HS Milton HS Cambridge HS Innovation Academy
McNair Woodland	Paul D West Bear Creek	Renaissance Sandtown Camp Creek	Sandy Springs Ridgeview	Elkins Pointe Haynes Bridge Holcomb Bridge Crabapple MS	Autrey Mill River Trail Taylor Road	Webb Bridge Hopewell Northwestern
Feldwood Love T Nolan Bethune Heritage Brookview Asa Hilliard College Park	Evoline C West Oakley Palmetto S L Lewis Conley Hills Hamilton Homes Hapeville Parklane	A Philip Randolph Stonewall Tell Cliftondale Wolf Creek Campbell Renaissance ES Liberty Point Gullatt Seaborn Lee	Dunwoody Springs Ison Springs Spalding Drive Woodland ES Lake Forest Heards Ferry High Point	River Eves Northwood Hillside Esther Jackson Vickery Mill Mimosa Hembree Springs Sweet Apple Mountain Park Roswell North	Wilson Creek Shakerag Barnwell Medlock Bridge Findley Oaks Abbotts Hill Ocee Dolvin State Bridge	Creekview Manning Oaks Alpharetta ES Cogburn Woods Summit Hill Birmingham Falls Crabapple Crossing New Prospect Lake Windward

