

Request for Flexibility 2015-16 Proposal



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SCHOOL NAME: Alpharetta High School

CONCEPT NAME: Student Full Release Days for Professional Development

STRATEGIC INITIATIVE: Establish AHS Professional Learning Days

Concept Summary	
1) Describe the need/challenge that your school seeks to address.	Fulton County Schools is a district “Where Students Come First.” This commitment to student success drives a need to provide our students with a teaching staff who possess the tools and strategies to implement a high quality, relevant curriculum focused on increasing student achievement. Recent innovations in our school environment have placed significant demands on our teachers that require extensive professional development. In our current professional development model, our teachers lack dedicated time without the distraction of routine professional obligations to focus solely on professional skills development and enhancement.
2) Describe the proposed concept, and explain how it addresses the need/challenge identified above.	Currently, local professional development is confined to portions of district-wide Professional Learning Days not used for district-wide programs, daily planning time, or missed academic time with students to attend training. We are requesting the support of our community to utilize <u>four</u> full-release days for Professional Development. These days will be vertically aligned with other schools in our learning community (Webb Bridge MS and Creek View ES) in order to leverage opportunities for collaboration and minimize disruption to the community at large. The proposed dates are: 9/2/16, 11/7/16, 2/16/17 and 3/31/17. Alpharetta High School is at the forefront of several initiatives that will maximize the quality of instruction for our students, including the Blended Learning pilot. Our teachers require uninterrupted, focused professional development time to learn the techniques and best practices that will provide the highest quality, blended learning instructional environment for our students. The four Full Release Days will be used to provide Professional Development in the areas of blended learning implementation, differentiation, formative assessment, professional learning communities, curriculum enhancement, and vertical collaboration with our cluster schools. Specific professional development plans will be submitted in accordance with the Northwest Learning Community due date, anticipated to be Summer 2016.
3) Include any research or evidence that the concept will positively affect your	Providing focused and dedicated professional development enhances the qualifications, skills, caliber and morale of our staff. With ever-changing demands and priorities, it has become increasingly difficult to

Request for Flexibility 2015-16 Proposal



<p>school’s student population. If no research exists, please articulate the rationale for the likelihood of success of the concept, and describe your plans for risk mitigation.</p>	<p>carve out dedicated time within our current school calendar to provide dedicated professional development to our staff. Our Governance Council firmly supports this need and agrees that additional full release days will allocate that much needed time to our staff’s development, while giving our students and families additional time for their own personal needs. As such, as a Council we are committed to giving our administration (current or future) the opportunities to maximize the effectiveness of our teaching staff.</p> <p><i>Factors for Success:</i></p> <ul style="list-style-type: none"> • Students will benefit from enhanced teacher knowledge, expertise and training. • There will be a positive impact on staff morale. • There will be a reduced need for staff to miss academic time for professional development. • There will be a longer, more concentrated time period for intensive training, collaborative work among teaching teams and cluster schools, and non-routine tasks. • Students will have additional time to “catch up” without the burden of academic and extracurricular commitments, reducing their stress levels. • Families will have additional time to attend to personal obligations, reducing missed academic time for outside appointments, college visits and travel. 		
<p>4) Outline the expected results in the columns to the right. Add additional rows as necessary.</p>	<p>Project Outcomes</p> <p>Dedicated time for thorough, job-embedded professional development. Higher staff morale. Fewer student absences on academic days for personal reasons.</p>	<p>Short-Term Goals</p> <p>Provide comprehensive training for teachers on new technology and academic initiatives. Monitor, identify and provide instruction for critical professional development needs.</p>	<p>Long-Term Outcomes</p> <p>A well-trained staff working in high-functioning collaborative teams to ensure student success and achievement. Increased Vertical articulation with feeder schools.</p>
<p>Waiver(s) Requested</p>			
<p>5) List any waivers from state law, regulation, and/or rule required to implement the concept. (Facilitators will identify the specific laws, regulations, and/or rules requiring exemption.)</p>	<p>Fulton County has already waived the number of instructional days and minutes required by the state of Georgia. However, should Fulton County cease its waiver, Alpharetta High School is requesting the following waivers from the State: SBOE Rule 160-5-1-.02 SCHOOL DAY AND SCHOOL YEAR FOR STUDENTS AND EMPLOYEES. GA State Law – Code sections:</p>		

Request for Flexibility 2015-16 Proposal



	<p>O.C.G.A. § 20-2-151(b) which sets the number of hours of instructional time for educational programs.</p> <p>O.C.G.A. § 20-2-168(c) which sets the number of instructional days per year.</p>
<p>6) List any flexibility from Fulton County Schools’ policy required to implement the concept. (Facilitators will identify the specific Fulton County Schools policies requiring exemptions.)</p>	<p>Alpharetta High School is seeking a waiver from Fulton County School Board Policy AE which says “The school year shall consist of 180 teaching days or the equivalent, except in the event of emergency school closures” and IHF (8) regarding Clock Hours for Unit of Instruction.</p>
<p>Impact on Students and Families, Personnel, Departments, Processes, and Schools</p>	
<p>7) List any impact of the concept on the following:</p> <ul style="list-style-type: none"> ▪ Students and families; ▪ Personnel; ▪ The school schedule; ▪ Transportation; ▪ School nutrition; ▪ Teaching, learning, and assessment; ▪ Other schools; and ▪ Any other area not addressed above. 	<p>Full Release Day Schedule: the selection of dates has been coordinated with two of our cluster schools that also plan to or have already implemented this program (Webb Bridge MS and Creek View ES). These dates were specifically selected because they occur around previously scheduled days off on the FCS calendar, and therefore will cause a minimal disruption to academic time and families. <u>September 2, 2016</u>: a Friday that coincides with the Labor Day holiday weekend. <u>November 7, 2016</u>: a Monday that would precede a previously scheduled Teacher Work Day on November 8, 2016. <u>February 16, 2017</u>: a Thursday prior to a long President’s Day weekend for students (Friday, 2/17 and Monday, 2/20/17 already scheduled off for students). <u>March 31, 2017</u>: the Friday before Spring Break (which is often a disruptive day for teachers as many parents keep students home or withdraw them from school early.)</p> <p>Impact on students and families: additional full release days may require additional coordination for families with students at different schools. Families will have additional time off from school (not based on a calendar holiday) to attend to personal obligations, reducing student missed academic time for outside appointments and travel. Students will benefit from teachers’ increased skill, training and subject matter expertise.</p> <p>Impact on Special Populations and Students with IEPs: parents of students with special needs may need to make special transportation or childcare accommodations for their students in advance, as will parents of regular education students. These full release days will not effect service delivery to students with disabilities.</p> <p>Impact on school personnel: Staff will have four additional full workdays for scheduled professional development, from 8:00am to 4:00pm. Teachers will benefit from an increased depth of knowledge, collaboration with peers, ability to integrate and apply instruction technology, and instruction in educational best practices.</p>

Request for Flexibility 2015-16 Proposal



	<p>Sustainability: Our New Teacher Program has a focused effort on catching-up our new staff members with the past years' PD to decrease the learning gap between new staff and established staff; furthermore, our PD plan has built upon itself for the last three years to ensure deep learning and growth for the staff as a whole. Because our PD is research-based and ties directly to the best instructional practices evaluated in TKES, our teachers are learning educational strategies to support the instruction at AHS for all students.</p> <p>Impact on School Nutrition, Transportation, Clinic and Paraprofessionals: Food Services and Transportation will have four additional days when they are not providing services to student populations. These employees will have release days scheduled based on the school's need. We will notify all impacted parties well advance of approved additional full release days.</p> <p>Impact on Other Schools: We plan to vertically align these professional development days and collaborate with two of our cluster schools (Webb Bridge MS and Creek View ES). All three schools have agreed to pursue the same Full Release Day schedule, minimizing the impact on our local community. We will notify all schools in our cluster of intended Full Release Days to minimize impacts on students who come from middle school or are enrolled in college courses for special programming.</p> <p>Impact on Teaching, Learning and Assessment: Teachers will need to plan ahead to stay on track with instructional plans and timelines. With the implementation of our Blended Learning pilot and personal device technologies, teachers could, if needed, plan outside learning activities in the form of student assignments that can take place on Full Release Days.</p>
Budget	
<p>8) Please use the budget template on the next page to provide the estimated costs of the proposed concept. In the space to the right, please identify, to the extent possible, how you plan to modify your school budget to cover additional costs. If applicable, identify external funding sources.</p>	<p>There will be financial impact in the Food Services department of \$1428.10 per Full Release Day, or \$5712.40 for the 2016-2017 school year. We will cover this cost within the local school budget. The cost of Professional Development provided is unknown at this time, but will be funded through school budget allocations, or grants from our PTSA and Foundation.</p>

Request for Flexibility 2015-16 Proposal



INSTRUCTIONS: Please enter the expected costs of your concept for the applicable school year(s). To calculate the totals for the Amount Budgeted columns, highlight the entire table, and press F9. You may customize the budget items.

SCHOOL NAME:

		2016-2017		2017-2018		2018-2019		
Budget Item	Item Description (Include quantities if applicable)	Amount Budgeted*	Proposed Funding Source(s)**	Amount Budgeted*	Proposed Funding Source(s)**	Amount Budgeted*	Proposed Funding Source(s)**	Notes
Teacher(s)		0		0		0		
Paraprofessional(s)		0		0		0		
Support Staff		0		0		0		
Additional Pay (certified)/Overtime (non-certified)		0		0		0		
Equipment		0		0		0		
Supplies/Materials		0		0		0		
Professional Development	Program Dependent	TBD		0		0		
Independent Contractor(s)		0		0		0		
Transportation		0		0		0		
Supplements		0		0		0		
Other Professional Services		0		0		0		
Other	Food Services	5712.40		5712.40		5712.40		
Other		0		0		0		
GRAND TOTALS		TBD		TBD		TBD		

*When determining the *Amount Budgeted* for personnel costs, the principal should consult with the Learning Community Human Resources Director.

**For the *Proposed Funding Source(s)*, please indicate which of the following funding sources you intend to use: General Fund, Student Activities Fund, School Foundation/PTA, FCS Seed Fund, Grants, or Other (please specify the source).