

## Request for Flexibility 2015-16 Proposal



**INSTRUCTIONS:** Please write your responses in the boxes below.

SCHOOL NAME: Asa Philip Randolph Elementary School

CONCEPT NAME: Professional Development Days

STRATEGIC INITIATIVE: Instructional Planning & Delivery of Instruction

Concept Summary	
<p>1) Describe the need/challenge that your school seeks to address.</p>	<p>Randolph Elementary currently offers access to a STEM Lab. The STEM lab offers opportunities for students to engage in authentic learning which focuses on science, technology, engineering, and math. The goal of the program is to offer opportunities for students to learn through an integrated, hands-on, real-world application approach. An approach that is research based and has proven to yield increased exposure to real world concepts.</p> <p>The expectation is for students to use higher-order thinking skills that are necessary for success in the 21st century; Consequently we need educators who possess higher-order teaching skills and deep content knowledge (NSDC, 2009). Randolph’s teachers and support personnel will require in-depth professional learning opportunities to increase their instructional capacity. Training and development should be offered in a setting that is free of interruptions, intentionally designed and created to develop teachers and change pedagogy. We are seeking to provide Professional Development that is rigorous, relevant and responsive to the needs of the student.</p>

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<p><b>INSTRUCTIONS:</b> Please write your responses in the boxes below.</p> <p>2) Describe the proposed concept, and explain how it addresses the need/challenge identified above.</p>	<p>Randolph is requesting flexibility to implement a modified school calendar in order to allow teachers and support personnel the opportunity to engage in curriculum development. Specifically, STEM curriculum development and professional learning opportunities to support STEM Certification and Project Based Learning. We will work in collaborative teams interdependently to clarify what students must learn, gather evidence of student learning, analyze the evidence, identify the most powerful teaching strategies/best practices, and transfer those strategies across all team members (Carroll, Fulton, and Doerr, 2010).</p>
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<p>3) Include any research or evidence that the concept will positively affect your 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>Teaching quality has been defined as "instruction that enables a wide range of students to learn" (Darling-Hammond, 2012), and it is the strongest school-related factor that can improve student learning and achievement (Hanushek, 2011; Nye, Konstantopoulos, and Hedges, 2004; Rivkin, Hanushek, and Kain, 2005).</p> <p>Teacher leadership is critical for school improvement efforts to succeed. Accomplished teachers are most knowledgeable about how students in their school or district learn, and thus they are ideal candidates to lead professional-learning and curriculum development efforts.</p> <p>To promote student learning and achievement, research indicates that teacher advancement systems should compensate teachers for their expert contributions, particularly in economically disadvantaged schools where teaching challenges tend to be greater (Accomplished California Teachers, 2012). Finally, researchers discourage the use of value-added modeling in teacher evaluation practices due to their low levels of statistical reliability across years and limited validity for detecting individual teacher effects (Darling-Hammond, 2012).</p>		
<p>4) Outline the expected results in the columns to the right.</p>	<p><b>Project Outcomes</b></p> <p>All teachers will learn in an environment that is conducive to learning and supports student achievement. Learning outcomes are expected to increase.</p>	<p><b>Short-Term Goals</b></p> <p>Align calendar dates with feeder schools (Sandtown Middle School and Westlake High School)</p>	<p><b>Long-Term Outcomes</b></p> <p>Enhancing professional development and changing teachers' classroom behaviors in ways that lead to improvement in student performance.</p>
<p><b>Waiver(s) Requested</b></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>ABBB Designation: School Year          State Law: O.C.G.A. § 20-2-151(b); O.C.G.A. § 20-2-168©          State Rule: SBOE 160-5-1-.02 School Day and School Year for Students and Employees          District Policy: AE - School Year</p>		

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<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>Sandtown Middle School and Westlake High School have requested to waive District Policy AEA-Section A-School Organization. Randolph ES would like to have the same waiver afforded in an effort to align feeder school PD days and support similar initiatives.</p> <p>A calendar is prepared for each school year and approved by the Board of Education. Personnel and students alike are required to report to duty/school as indicated on the district calendar.</p> <p>ABBB Designation: School Year          State Law: O.C.G.A. § 20-2-151(b); O.C.G.A. § 20-2-168©          State Rule: SBOE 160-5-1-.02 School Day and School Year for Students and Employees          District Policy: AE - School Year</p>
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**Impact on Students and Families, Personnel, Departments, Processes, and Schools**

<p>7) List any impact of the concept on the following:</p> <ul style="list-style-type: none"> <li>▪ Students and families;</li> <li>▪ Personnel;</li> </ul>	<p>Randolph families will be impacted on the dates in which Professional Days are granted. A few of the implications for families, include but are not limited to, transportation, childcare, etc. Every effort will be made accommodate our parents and align with our feeder schools.</p> <p>The academic implications will include 3 days (18 hours) of instructional time missed from the traditional scheduled. Randolph ES will create a plan of action to include additional hours of instruction through enrichment and remediation blocks to encompass any loss of instructional time. Agreed upon hours for Individualized Education Plans will be adjusted to reflect updated instructional hours.</p> <p>The Transportation Department will save money on gas through the reduction of the elementary, middle, and high school route; therefore, yielding a positive impact for the county.</p>
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<ul style="list-style-type: none"> <li>▪ The school schedule;</li> <li>▪ Transportation;</li> <li>▪ School nutrition;</li> <li>▪ Teaching, learning, and assessment;</li> <li>▪ Other schools; and</li> <li>▪ Any other area not addressed above.</li> </ul>	
<b>Budget</b>	
<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>The proposed plan does include Nutrition Cost Estimates. The recurring costs will be deducted from general funds (cost center) each year. The total costs is \$553.40. Each consecutive year is budgeted at \$600.00 (estimate).</p> <p>Planned professional development is also budgeted and deducted from the general fund (cost center). The proposed plan does not require any additional funding.</p>

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**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:**

		<i>2015-2016</i>		<i>2016-2017</i>		<i>2017-2018</i>		
<b>Budget Item</b>	<b>Item Description (Include quantities if applicable)</b>	<b>Amount Budgeted*</b>	<b>Proposed Funding Source(s)**</b>	<b>Amount Budgeted*</b>	<b>Proposed Funding Source(s)**</b>	<b>Amount Budgeted*</b>	<b>Proposed Funding Source(s)**</b>	<b>Notes</b>
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		0		0		0		
Independent Contractor(s)		0		0		0		
Transportation		0		0		0		
Supplements		0		0		0		
Other Professional Services		0		0		0		
Nutrition Costs		553.40		600.00	Cost Center	600.00	Cost Center	
Other		0		0		0		
<b>GRAND TOTALS</b>		<b>\$ 553.40</b>		<b>\$600.00</b>		<b>\$600.00</b>		

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

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\*\*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).

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