Request for Flexibility
2016-17 Proposal

INSTRUCTIONS: Please write your responses in the boxes below.

SCHOOL NAME:	Asa Philip Randolph ES
CONCEPT NAME:	**Mandatory Uniforms**
STRATEGIC INITIATIVE(S):	Focus Area: Positive Behavioral Instruction

	Concept Summary
1) Describe the need/challenge that your school seeks to address and identify how this need/challenge is outlined in your school strategic plan.	A review of A. Philip Randolph's School Wide Discipline data from the 2015-16 school year revealed there has been an increase in conduct referrals. Students in grades 4 and 5 had the highest incidents, while kindergarten through third grade student referrals, per grade, stand at or below 8 in total. The most common reason for discipline are *classroom disruptions, student battery without injury and battery on employee without injury*. Minor percentages from the data report show *bullying, technology offenses* and *battery of student with injury* represent less than 1% of the referrals. Studies have shown that school uniforms are a major contributor in building up the feeling of pride amongst students towards their school. Research studies have concluded that students wearing school uniform are more likely to develop a sense of community spirit. Studies have also noted that repeated bullying at school is one of the main reasons why students fall for depression and end up attempting suicide. Bullying can be controlled to a considerable level through implementation of school uniform policy. Students who can not afford expensive or designer clothing are often an easy target to bullying.
2) Describe the proposed concept, and explain how it addresses the need/challenge identified above.	Randolph will enforce our current uniform policy which is strongly encouraged by not mandated. Students will wear khaki blue or tan slacks, skirt and polo styled shirts that are white, yellow or blue. Wednesdays are college days, in which students wear their favorite college attire and Fridays will be a "free day" students can express their own

	individuality and style.			

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.	There are several research studies which list the pros and the cons of school uniforms. As we seek to increase positive behavior and attendance rates, the research below associates improved behavior and attendance rates. A study of six big-city Ohio public schools showed students who were required to wear uniforms had improved graduation, behavior and attendance rates. Academic performance was unchanged. The researcher, Virginia Draa of Youngstown State University, said the conclusions were limited by the size of the study. "Uniforms alone do not improve student reading and math proficiency test scores, but they do help in addressing problems with discipline and attendance in a school building." Draa reported that mean graduation rates rose nearly 11 percent at schools that required uniforms, compared to pre-uniform years. Non-uniform school mean graduation rates dropped 4.6 percent, compared with the earlier years. Mean attendance rates at uniform schools increased an average of 3.5 percent in four schools and declined in two. Mean expulsion rates dipped by 0.6 expulsion per 100 students in the years during which uniforms were required.			

		Project Outcomes	Short-Term Goals	Long-Term Outcomes
4)	Outline the expected results in the columns to the right. Add additional rows as necessary.	Decreased academic referrals for inappropriate behavior. Increased attendance rates.	Students will wear uniforms daily Monday-Thursday.	Decreased academic referrals for inappropriate behavior. Increased attendance rates.

Waiver(s) Requested

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.)	N/A
6)	List any flexibility from **Fulton County Schools' policy**	N/A: School Governance Council (SGC) vote is required.

required to implement the concept. (Facilitators will identify the specific Fulton County Schools policies requiring exemptions.)	

| **Impact on Students and Families, Personnel, Departments, Processes, and Schools** ||

| 7) List any impact of the concept on the following:
• Students and families;
• Personnel;
• The school schedule;
• Transportation;
• School nutrition;
• Teaching, learning, and assessment;
• Other schools; and
• Any other area not addressed above. | Students/Families: All students may not be able to afford uniforms. Randolph ES will need to have access to uniforms to provide to families who are unable to afford school uniforms. This can be accomplished through community partnerships and donations.

The following areas are not impacted: Personnel, school schedule, transportation, nutrition, teaching and learning and assessment; other schools. |

| **Budget** ||

| 8) 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. Please use the budget template on the next page to provide the estimated costs of the proposed concept. | Resources needed: Uniforms

External Funding Sources: Community Partnerships |

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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:

Budget Item	Item Description (Include quantities if applicable)	*2017-2018* Amount Budgeted*	Proposed Funding Source(s)**	*2018-2019* Amount Budgeted*	Proposed Funding Source(s)**	*2019-2020* 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		0		0		0		
Independent Contractor(s)		0		0		0		
Transportation		0		0		0		
Supplements		0		0		0		
Other Professional Services		0		0		0		
Other		0		0		0		
Other		0		0		0		
GRAND TOTALS		$ 0.00		$ 0.00		$ 0.00		

*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).