

Request for Flexibility 2016-17 Proposal



INSTRUCTIONS: Please write your responses in the boxes below.

SCHOOL NAME: Asa Philip Randolph ES

CONCEPT NAME: Teacher Certification Waiver

STRATEGIC INITIATIVE(S): Project Based Learning and Effective Instruction

Concept Summary	
<p>1) Describe the need/challenge that your school seeks to address and identify how this need/challenge is outlined in your school strategic plan.</p>	<p>There is an increased recognition based on the growing body of research that expert teachers are perhaps the most fundamental resource for improving student learning and educational performance. This has resulted in heightened interest in figuring out how to recruit and retain strong teachers, especially in the mathematics and science disciplines. Based on this research, we believe that expanding our recruitment to allow the hiring of content-experts in the science and engineering fields will improve our students' engagement with and mastery of the curriculum taught in these subjects. Additionally, by connecting students with an instructor who has recently or is currently working in engineering or science, Randolph will expose our students to career opportunities. Currently, only one teacher in our school holds a science degree.</p>
<p>2) Describe the proposed concept, and explain how it addresses the need/challenge identified above.</p>	<p>We are requesting the Fulton County Board of Education excuse the requirements for content certification in certain circumstances, specifically to allow teachers who hold a science, engineering or technology degree to teach without having a Georgia teaching certificate. All core content teachers will still need to show proof of highly qualified status, either by taking the GACE exam in their subject area or by having a college major in the subject area (i.e. engineering, science, etc.) they will be teaching.</p>
<p>3) Include any research or evidence that the concept will positively affect your school's</p>	<p>The overall expected result of this RFF is to position Randolph to obtain Georgia STEM certification. The short-term goal is to recruit qualified teachers to teach science who are not</p>

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<p>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>teacher certified. In the long-term, student will increase their academic growth and mastery of Science content by scoring proficient or distinguished on the Georgia Milestones EOG assessments.</p> <p>Teachers are entering the classroom through various certification routes with varying levels of training as the traditional and alternative programs differ in their requirements. Specific circumstances such as previous career and life experiences may be beneficial to teachers who achieved certification through alternative certification programs.</p> <p>Research states that attrition rates for alternatively prepared teachers are generally lower. They are more likely to remain in the profession because many are second-career individuals making a conscious choice to transition into teaching. In contrast, many of those who are traditionally certified are recent college graduates and may not be confident in their career choice. Generally, the effectiveness of teachers from different routes varies. Alternative programs produce teachers who may be more or less effective, overall, than their traditionally prepared counterparts. However, alternative options have been shown to produce teachers who are more effective in particular subjects than those entering teaching via the traditional route, he finds.</p> <p>Based on the research, Randolph plans to recruit teachers who hold specific degrees in the STEM field to assist with enhancing the delivery and mastery of higher level science content.</p>		
<p>4) Outline the expected results in the columns to the right. Add additional rows as necessary.</p>	<p>Project Outcomes</p> <p>To allow teachers who hold a science, engineering or technology degree to teach without having a Georgia teaching certificate.</p>	<p>Short-Term Goals</p> <p>Secure a teacher who holds a degree in an out of area field related to Science to assist with deepening Science delivery and mastery of higher</p>	<p>Long-Term Outcomes</p> <p>Increase the academic growth and mastery of Science content of all students, as indicated by Georgia Milestones Assessment EOG-</p>

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		level level science content.	Science.
Waiver(s) Requested			
<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>Randolph is requesting to waive the current teacher certification requirements for elementary education teachers.</p> <p>Georgia Professional Standards Commission requires the following criteria for issuance of a Georgia Educator Certificate:</p> <p>A candidate must complete a GaPSC-approved or –accepted educator preparation program, in addition to other requirements. A qualifying program will have the following characteristics:</p> <ul style="list-style-type: none"> • Approved by the educator certification office of the state in which the college/university is located: <ul style="list-style-type: none"> ○ Programs offered by Georgia colleges/universities are approved by the GaPSC. You may search for GaPSC-approved programs here; ○ Programs offered by a college/university located in another U.S.; state must be approved by that state’s certification office. Remember that some institutions may offer online courses to Georgia residents or have satellite campuses in Georgia. However, any program you complete for certification must be approved by the state in which the institution is headquartered. 		
<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>Randolph is requesting a waiver from the following: Board Policy GBBD</p> <p>The Fulton County Board of Education expressly waives the highlighted portions of Policy GBBD. The use of such waiver by a Fulton County School is subject to the Superintendent’s approval of a Request for Flexibility through the process outlined in Board Policy ABBB – Exercise of the Fulton County Schools Charter System Waiver.</p> <p>The Board of Education maintains that professional employment requires proper certification from the Georgia Professional Standards Commission and/or completion of an established amount of professional development units as determined by the District. Teachers and administrators must adhere to the following criteria:</p>		

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	<p>A. Content certification for teachers and administrators is strongly preferred and encouraged, however, may not be a requirement in certain circumstances as determined by the Board of Education. Those educators who held a content certificate or were enrolled in a certification program when they were hired are expected to maintain that certification or complete the program.</p> <p>B. All teachers and administrators must hold a valid “clearance certification” from the Professional Standards Commission.</p> <p>C. Non-certified new hires must meet the following requirements:</p> <ol style="list-style-type: none"> 1. hold a bachelor’s degree from an accredited institution of higher education. 2. have evidence of specialized training in the subjects they teach, such as academic major or the equivalent in the subjects or a passing score on the Georgia Professional Standards Commission's content assessment for the area/subjects they teach. 3. must pass the Georgia Professional Standards Commission's basic skills assessment or meet the exemption criteria. 4. have a teaching/work assignment that is appropriate for their specialized training or field(s) of expertise. 5. complete induction professional development courses in pedagogy and other areas related to teacher effectiveness; earn a number of professional development credits annually as a condition of continued employment. 6. meet a standard of effectiveness as established by the District.
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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"> ▪ Students and families; ▪ Personnel; ▪ The school schedule; ▪ Transportation; ▪ School nutrition; ▪ Teaching, learning, and assessment; ▪ Other schools; and ▪ Any other area not addressed above. 	<p>None</p>
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Budget

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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.

Teachers hired are a part of the fiscal year's budget and will not expend any additional funds.

The district will provide the teacher allocation based on the student enrollment for the fiscal year.

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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		2018-2019		2019-2020		Notes
		Amount Budgeted*	Proposed Funding Source(s)**	Amount Budgeted*	Proposed Funding Source(s)**	Amount Budgeted*	Proposed Funding Source(s)**	
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).