

Request for Flexibility Automated Form Template

INSTRUCTIONS: Please write your responses in the boxes below.

School Name Middle Taylor Road Middle

Concept Professional Release days for certified staff

Topic Adding two additional days for professional learning and vertical teaming

Strategic Initiative(s)
 Student Achievement -- Additional time to focus on data and personalized learning strategies for our outcomes of increased distinguished learners and increased SEC student success; vertical teaming time with feeder schools
 People and Culture -- Increase student engagement with personalized learning professional development; alignment of days with feeder schools enhances stakeholder relations
 Community Collaboration - integrating business and community partners into our professional learning time
 Fiscal Responsibility - alignment of release days will make more efficient use of public funds

Additional Members

Waiver(s) Requested

List any waivers from state law, regulation, and/or rule required to implement the concept or Fulton county Seat time

Waiver Number

Select the topic(s) that most closely fits your request

- Personal Fitness
 Incomplete Policy
 School Day
 Other
 Class Size
 Grading Policy
 Instructional Minutes

Concept Summary

Describe the need/challenge that your school seeks to address and identify how this need/challenge is outlined in your school strategic plan.

Taylor Road MS teachers will receive professional development geared to instructional strategies that yield high engagement and can be used to promote personalized learning. Our teachers need time for professional development, specifically for vertical planning and enhancing instructional strategies related to personalized learning.
 Taylor Road has also designated 2018-19 as our year to 'gear-up' for the standards-mastery framework initiative. Our teachers will need opportunities to collaborate with each other in a formalized setting.
 During vertical planning time, teachers would communicate with each other regarding the students and their needs, in addition to curriculum changes that may need to occur to better prepare students.

Describe the proposed concept, and explain how it addresses the need/challenge identified above.

Two release days - in addition to our existing two - will be distributed throughout the school year so that our teachers can engage in professional learning. Additional teacher work days are necessary so Taylor Road is able to engage in school-wide professional learning geared to our school focus and strategic plan.

Supporting documents

Outline the expected results in the columns below. Add additional rows as necessary.

Project Outcomes	Short-Term Goals	Long-Term Outcomes
Increased percentage of distinguished learners Better assist our rising 30%/SEC students in meeting literacy grade-level targets More engaged students Build partnerships with community and business entities	More engaging personalized learning Enhanced teacher professional development Better vertical teaming with feeder schools	Increase Student Achievement Enhance People and Culture Encourage Community Collaboration Be Fiscally Responsible

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.

In 2011, Education Week published an article that defined professional development as, "Ongoing learning opportunities available to teachers and other education personnel through their schools and districts." This same article went on to state that, "Effective professional development is often seen as vital to school success and teacher satisfaction. With schools today facing an array of complex challenges—from working with an increasingly diverse population of students, to integrating new technology in the classroom, to meeting rigorous academic standards and goals—observers continue to stress the need for teachers to be able to enhance and build on their instructional knowledge." As we increase our use of personalized learning opportunities in all of our classes at Taylor Road Middle School, we need to provide opportunities for teachers to learn more about how to leverage personalized learning to improve student learning. Teachers need time to collaborate with their colleagues to develop quality experiences for the students.

According to a 2010 article, "Why Professional Development Matters," Hayes Mizell states that "when educators engage in professional development at their schools with their colleagues, they can learn from each other, support one another, and hold each other accountable for applying what they learn." Mizell also states that school-based professional development provides opportunities for teachers to analyze student data allowing a more immediate identification of potential learning issues. Teachers are able to collaborate to design and apply solutions to the problems. By hosting professional learning opportunities specific for Taylor Road Middle School, we will be able to avoid a common concern about trainings that do not address our school's particular needs and/or population. Learning during the school year makes it easier for educators to apply what they learn immediately within their work places so that students benefit immediately. By utilizing two full days during the school year, we hope to increase the relevance and productivity of the learning opportunities to have a more immediate effect on student learning and achievement.

It is critical for veteran teachers to have ongoing and regular opportunities to learn from each other. Ongoing professional development keeps teachers up-to-date on new research on how children learn, emerging technology tools for the classroom, new curriculum resources, and more. The best professional development is ongoing, experiential, collaborative, and connected to and derived from working with students and understanding their culture (Why Is Teacher Development Important?: Because Students Deserve the Best., 2008).

Editorial Projects in Education Research Center. (2011, June 29). Issues A-Z: Professional Development. Education Week. Retrieved October 20, 2014 from <http://www.edweek.org/ew/issues/professional-development/>

Edutopia Team. (2008, March 16). Why Is Teacher Development Important?: Because Students Deserve the Best. Edutopia. Retrieved October 20, 2014 from <http://www.edutopia.org/teacher-development-introduction>

Mizell, H. (2010). Why Professional Development Matters. Learning Matters.

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

Identify and explain - Known Implications
(please choose one)

Academics

Nutrition

Comments:

School nutrition would have to be compensated for days lost without earning funds.

Personnel/HR

Schedule:

Will the RFF require an exchange of student information? Either being sent to or received from an outside source (i.e. vendor, agency)?

No

Does the RFF require a change/modification to your typical business practices with the SIS?

Examples may include significant bell schedule changes, grading changes, process changes that impact data collection (using a different tool to take attendance).

No

Comments:

The school's schedule and calendar would have to be adjusted to account for additional teacher professional development days - mirroring those of our feeders as best as we are able.

Transportation:

Will transportation be required?

No

Comments:

Buses will not operate their Taylor Road MS routes on these days.

Technology:

Facilities:

Other: (Check this box if you are unaware of the departments impacted)

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.

We will have to cover school nutrition cost estimated at \$5500.00 for the school year.

Budget Items

Teacher(s)

Paraprofessional(s)

Support Staff

Additional Pay (certified)/Overtime (non-certified)

Equipment

Supplies/Materials

Professional Development

Item Description	PLC/Personalized Learning - consulting/supplies		
Proposed Funding Source (s) Year 1**	FCS Flexible (A/B Schools) Fund (formerly seed fund)	Amount Budgeted* Year 1	10,000
Proposed Funding Source (s) Year 2**	FCS Flexible (A/B Schools) Fund (formerly seed fund)	Amount Budgeted* Year 2	10,000
Proposed Funding Source (s) Year 3**	FCS Flexible (A/B Schools) Fund (formerly seed fund)	Amount Budgeted* Year 3	10,000
Notes			

Independent Contractor(s)

Transportation

Other Professional Services

Other

Item Description	Cafeteria funds		
Proposed Funding Source (s) Year 1**	General Fund	Amount Budgeted* Year 1	5,500
Proposed Funding Source (s) Year 2**	General Fund	Amount Budgeted* Year 2	5,500
Proposed Funding Source (s) Year 3**	General Fund	Amount Budgeted* Year 3	5,500
Notes			

Other

GRAND TOTALS

Year 1 Year 2

Year 3

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

**For the Proposed Funding Sources(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).

Initial Vetting

Yes No Maybe

CSAT Feedback

-How will this impact families that have students at feeder schools?
 -How will your calendar align to that of your feeder schools?
 -What data do you have to show the success of previously implemented release days for professional development?
 -How will this affect students who have attendance issues (if any)?

Next Steps
 -Communicate this change to schools within your feeder pattern
 -Address feedback as an SGC and administrative team

Area Superintendent Decision (Middle)

Yes Yes with Modification No

Will approve an additional 2 release days, instead of the original ask of 3 additional days (for a total of 4 release days per school year).

Area Superintendent Decision (Final)

Yes No Modification Needed

Public Comment

List the date that the Council posted the RFF proposal to the front of the school's main and SGC webpages as well as where it was placed within the school building.

List the date(s) and location(s) of public meetings during which the School Governance Council solicited oral comments.

Describe the process used to solicit written comments on the RFF proposal.

Describe any significant concerns raised during the Public Comment period. Explain how the Council has addressed these concerns.

Council Vote

List the date that the Council voted on the RFF and the number of affirmative votes from all voting members.