Request for Flexibility
2016-17 Proposal

INSTRUCTIONS: Please write your responses in the boxes below.

SCHOOL NAME:	Cogburn Woods Elementary
CONCEPT NAME:	Professional Development for Personalized Learning– Full Release Days
STRATEGIC INITIATIVE(S):	Increase innovative approaches to learning (Personalized and Project Based Learning), increasing technology integration in the classroom

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.	As teachers implemented year one implementation of PBL, they have expressed the need for additional professional learning to sustain the successful roll out of PBL. In order to achieve this and sustain the good work being done, we are requesting flexibility for more teacher work days to train teachers on personalized learning with a focus on PBL and literacy allowing time for PLC's to collaborate and plan. This is outlined in our strategic plan under the focus area "Instructional Strategies" where our goal is to increase the number of Project Based learning Assignments and train teachers in quality implementation of personalized learning strategies in the classroom.
2) Describe the proposed concept, and explain how it addresses the need/challenge identified above.	Allowing teachers to have three full release days, they will be able to engage in professional learning and implementation of personalized learning strategies in units and lesson plans. This work is limited on a regular day due to parent conferences, other meetings, and the time it takes to complete the vast amount of planning for personalized learning. These days will be aligned with the schools we feed—Cambridge HS and Hopewell MS.
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.	This year, Cogburn Woods has used teacher work days and after-school meetings to introduce personalized learning, learn about PBL and how to successfully use them in the classroom. Teachers are introducing PBL to their students, and the positive results are evident in the quality of PBL lessons taught. We want to increase and improve our PBL lessons and implement personalized learning. These work days will allow the proper training and planning required to ensure the best results possible by extensive preparation. Personalized leaning seeks to accelerate student learning by tailoring the instructional environment and addressing the individual needs, skills, and interests of each student. We will focus on varied learning strategies, just in time instruction, and choice and voice. The Buck Institute for Education is one of the leading supporters and researchers of PBL. Their findings have shown the importance of PBL:



	(Additional information can be found in the addendum.) • PBL makes school more engaging for students • PBL improves learning. • PBL builds success skills for college, career, and life. • PBL helps address standards. • PBL provides opportunities for students to use technology. • PBL makes teaching more enjoyable and rewarding. • PBL connects students and schools with communities and the real world.		
4) Outline the expected results in the columns to the right. Add additional rows as necessary.	Project Outcomes	Short-Term Goals	Long-Term Outcomes
	Teachers will be better equipped to provide students with effective personalized learning instruction.	• Provide training for teachers to increase proficiency in personalized learning. • Increase the number of project based learning units for SY 2017-2018.	• Increase the measurable growth of students. • Students will be ready to use their new skills in critical thinking when they become middle schoolers.
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.)	O.C.G.A. § 20-2-151(b); O.C.G.A. § 20-2-168(c) SBOE 160-5-1-.02 School Day and School Year for Students and Employees		
6) List any flexibility from **Fulton County Schools' policy** required to implement the concept. (Facilitators will identify the specific Fulton	We are requesting flexibility by allowing us to waive Fulton County Board Policy: Policy AE- Applicable School Year, which states: "The school year shall consist of 180 teaching days or the equivalent, except in the event of emergency school closures" for the next school year (2017-2018).		



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: Families will need to coordinate with childcare on professional development days. We plan to align our PD days with the middle and high schools we feed in an effort to help these families. Nutrition: Nutrition staff will not be needed on these days. They will be paid using our general fund. Transportation: Transportation will not be needed, but bus drivers will still drive their middle school and high school routes. Personnel: All staff will be involved in the professional development. Other Schools: We are working to have our days coordinated with the middle and high schools we feed and their PD days. School Schedule: While the school schedule will be impacted by having fewer instructional days, students will benefit from the training the teachers will receive. Teaching, learning, assessment: Like the school schedule, teaching and learning will be enhanced based on the training teachers will receive during these professional development days.
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.	Expenses needed to pay our nutrition staff will be taken out of our general fund or seed fund if approved.

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Where Students Come First

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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:

		2017-2018		*2018-2019*		*2019-2020*		
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		0		0		0		
Independent Contractor(s)		0		0		0		
Transportation		0		0		0		
Supplements		0		0		0		
Other Professional Services		0		0		0		
Nutrition staff	For 3 days	$2,125.83	General fund or seed fund if approved.	0		0		
Other		0		0		0		
GRAND TOTALS		**$ 2,125.83**		**$ 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).**

