

Request for Flexibility 2015-16 Proposal



INSTRUCTIONS: Please write your responses in the boxes below.

SCHOOL NAME: Crabapple Crossing Elementary School

CONCEPT NAME: Full Release Days for Professional Learning

STRATEGIC INITIATIVE: Focus Area #1-Instructional Strategies and Focus Area #3-Student Achievement

Concept Summary	
<p>1) Describe the need/challenge that your school seeks to address.</p>	<p>Release days are needed for teachers at Crabapple Crossing to train and plan. The training days will support the goals within the new school strategic plan. The data used to determine goals of the strategic plan include standardized test scores, benchmark assessments, interview notes, demographic data, parent and staff surveys, and stakeholder perceptions.</p> <p>CCES students are achieving at high levels and are proficient in all tested subject areas, therefore it is our goal to focus on student growth percentiles in all areas. Problem solving/critical thinking, science and math, and differentiated instruction are all areas of need based on the data collected. Staff identifies planning and collaboration time as a top need in the surveys.</p>
<p>2) Describe the proposed concept, and explain how it addresses the need/challenge identified above.</p>	<p>At CCES, the strategic plan priorities include increasing application of higher order thinking skills for all students and improving students' writing proficiency. Increased staff development opportunities will allow for training for the integration of HOTS, STEAM, PBL, personalized learning through technology, and writer's workshop.</p> <p>Common professional development time for teachers to learn and train for all these initiatives is currently a challenge. Four full release days will provide time to train and develop the skills needed to achieve the strategic plan goals.</p>
<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>Professional development will benefit both the students and the teachers at Crabapple Crossing ES. Research indicates that as teachers grow and learn they are better able to serve their students and increase the quality of education students receive. A 2010 paper titled "Why Professional Development Matters", by Hayes Mizell of Learning Forward, documents research to support professional learning for teachers.</p> <p>The article states that the quality of teaching is the most important factor in a students' success in school. If the goal is every student being impacted by a highly qualified educator, professional</p>

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	<p>development is the most effective strategy schools and districts can utilize. Mizell also states that the best time to implement professional development is during the school year so that teachers can learn from each other and help hold each other accountable. It is more applicable learning for teachers when they can immediately take what they learn and apply it in their classrooms. In the article, Helping Teachers Grow: Toward Theory and Practice of an “Emergent Curriculum” Model of Staff Development, Riley & Roach (2006) state that “the best teachers are continually experimenting with new methods and ideas to create the best learning environment for their students. Professional development must strive to help teachers learn to talk about their practices and experiences. It must enable teachers to share their knowledge of experience with one another. Then, these practical ideas must be effectively generalized into application concepts for other teachers.”</p> <p>The teachers at Crabapple Crossing are the foundation for successful students at Crabapple Crossing. It is vital that adequate attention is focused on appropriate and effective training of these teachers. Currently, teachers receive some training when substitutes can be secured and there is funding for those substitutes. It is very expensive to fund the cost of substitutes for teacher professional development and it is not enough time to devote to the training that is needed. Teachers need time to learn so the goals of our school strategic plan can be achieved, time to work collaboratively toward the goals in the Strategic Plan, and the ability to immediately apply that learning to their teaching practices in the classroom.</p>		
<p>4) Outline the expected results in the columns to the right. Add additional rows as necessary.</p>	<p>Project Outcomes</p> <ul style="list-style-type: none"> Teachers at Crabapple Crossing will have four release days for collaboration and professional development. The PD will include Pam Smith-Reader’s Workshop 	<p>Short-Term Goals</p> <ul style="list-style-type: none"> Increase teacher knowledge and use of instructional strategies that incorporate Higher Order Thinking Skills (HOTS) and individualized learning experiences Expand the integration of 	<p>Long-Term Outcomes</p> <ul style="list-style-type: none"> Staff will show an improvement in Instructional Strategies (standard 3) and Academically Challenging Environment (standard 8) as measured by TKES

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	<p>and Glenna Tabor for Math</p>	<p>project based learning in all classrooms</p> <ul style="list-style-type: none"> • Increase the integration of Writer’s Workshop model components in all classrooms. 	<ul style="list-style-type: none"> • Students will improve their writing proficiency and show growth in Writing as demonstrated on Write Score.
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>State Laws/Policies- FCS has already waived the number of instructional days and minutes required by the state of GA. Should FCS cease its waiver, Crabapple Crossing ES is requesting the following waiver from the state:</p> <p>SBOE Rule 160-5-1-.02 SCHOOL DAY AND SCHOOL YEAR FOR STUDENTS AND EMPLOYEES</p> <p>GA State Law – Code Sections: O.C.G.A. & 20-2-151 (b) sets out the number of hours of instructional time for educational programs O.C.G.A. & 20-2-168 (c) sets out the number of instructional days per year</p>		
<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>School Calendar Waiver- Crabapple Crossing ES is seeking a Waiver from FCS Board Policy AE which says “The school year shall consist of 180 teaching days or the equivalent, except in the event of emergency school closures.”</p>		
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; 	<ul style="list-style-type: none"> ▪ Students and families-Schedule change with 4 teacher workdays/student release days in the months of September, October, January, and March. Students will benefit from teachers’ increased skills and knowledge. CCES will make every effort to plan the days alongside and additional student holiday or on Mondays/Fridays, and to coordinate with NWMS release dates to help parents with potential childcare issues. 		

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<ul style="list-style-type: none"> ▪ Other schools; and ▪ Any other area not addressed above. 	<ul style="list-style-type: none"> ▪ Personnel-Personnel will receive professional learning from 7:15-2:45 on the designated days. CCES Professional assistants have unanimously voted to take the days off, unpaid. ▪ Transportation-Transportation will not be needed these four days. FCS will directly handle transportation staff implications. ▪ School Nutrition-There will be costs associated with labor due to a decrease in meals revenue for release days. The average daily nutrition staff labor costs at Crabapple Crossing is \$397.91. That would be multiplied by four days for a total cost of \$1591.64. Seed fund money will be applied for separately to cover these costs. ▪ Teaching, Learning, and Assessment-Staff development opportunities on these days will allow for training for the integration of HOTS, STEAM, PBL, personalized learning through technology, and writer’s workshop. ▪ Other schools-CCES will make every effort to coordinate our release days with that of our feeder school, NWMS. ▪ Students with Disability/IEP-per Kimberly Jenks, service hours for students with IEPs are not impacted. If there is no school for general education students there is no school for students receiving services. We remain in compliance with the IEP.
Budget	
<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>	

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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:

		<2016-17>		<Insert School Year>		<Insert School Year>		
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		Classroom management \$1000, Writer's Workshop \$20,000, Literacy Training \$3000	\$24,000	0		0		
Independent Contractor(s)		0		0		0		
Transportation		0		0		0		
Supplements		0		0		0		
Other Professional Services		0		0		0		
School Nutrition		\$1591.64	FCS Seed fund	0		0		

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GRAND TOTALS		\$ 0.00		\$ 0.00		\$ 0.00		
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*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).