

# Request for Flexibility Proposal



SCHOOL NAME: Hembree Springs Elementary

STRATEGIC INITIATIVE: Full Release Days for Professional Learning

SPECIFIC ACTION STEP, IF APPLICABLE: \_\_\_\_\_

Concept Summary	
<p>1) Describe the proposed concept and the target population (grade, subgroup, etc.). Explain the need that the concept addresses, and describe how your concept meets this need.</p>	<p>Fulton County Schools promises to be a district “Where Students Come First.” With that promise comes a plethora of programs and innovations, each of which requires in-depth professional learning for successful implementation that leads to increased student achievement. Within the past three semesters, we’ve added or altered Professional Learning Communities, Common Core Georgia Performance Standards, Response to Intervention, the Fulton Connect resource for data and teacher planning, instructional technology upgrades and integration, as well as a district-wide charter plan and a local school strategic plan. Additionally, teachers are required to collaborate across departments, grade levels and in 5<sup>th</sup> grade, to collaborate with feeder schools . In our current professional development model, teachers’ learning opportunities take place on days when there are numerous other tasks to complete; setting up their classrooms, preparing materials, grading, parent communication and conferences, completing report cards, and numerous regular teacher responsibilities. This creates an environment where the “availability for and attentiveness to learning” is not ideal.</p> <p>Currently our teachers meet weekly from 2:45 to 4:15 p.m. in Professional Learning Communities. This time is used for analyzing data, looking at student work and collaborative planning. Teachers also meet during their common planning time at least one day per week. We utilize the portions of the three Professional Learning Days during pre-planning that are not used for district training for school level staff development. We also meet for ½ days on the two provided teacher workdays that are not designated as a conference day. While we make the best use of the time we are given, our teachers need quality, uninterrupted professional development time in order to provide the best and most cutting-edge curricular offerings to our students.</p> <p>We are requesting the support of our community to introduce 4 teacher professional development days. Students would be excused from school on these four days to provide time for strategically aligned professional learning. These days would be scheduled on either Mondays or Fridays to enable families to use the time for long</p>

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	<p>weekends. The days would be announced by the end of June to enable families to appropriately plan and schedule.</p> <p>Because we believe that all of these efforts work in concert to positively affect our students, we are confident that protected professional development time will help to ensure that our teachers achieve maximum understanding and that ultimately, our students receive maximum benefits.</p>
<p>2) 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>When teachers have dedicated time for Professional Learning in addition to time for regular tasks, they are available to learn and have the opportunity to think, work collaboratively, and process what they are learning.</p> <p>When we have dedicated training time of three or more hours, we are able to truly design valuable professional learning, with teachers' full attention. Teacher survey feedback from these types of training sessions (e.g. previous Early Release Days) was overwhelmingly positive. It has been challenging to recreate that designated time in our current calendar.</p> <p>We considered Early Release Days but are requesting Full Days based on teacher and parent feedback. We believe Full days have the following advantages:</p> <ul style="list-style-type: none"> <li>• A longer time period for more intensive training.</li> <li>• Eliminates the transportation changes required by half days and could save transportation costs (e.g. gas).</li> <li>• Leveraging Fridays or Mondays, enabling families to have a three day weekend.</li> <li>• Leveraging Fridays is easier for parents who need to take the day off from work.</li> </ul> <p>Factors for Success:</p> <ul style="list-style-type: none"> <li>• Students will benefit from teachers being well-prepared to implement instructional best practices</li> <li>• Administration will do due diligence to work with daycares, afterschool providers, YMCA, Roswell Recreation to offer additional enrichment or learning opportunities.</li> <li>• </li> <li>• Fewer duty days will be required for teachers to leave school for Professional Learning</li> <li>• Families can take advantage of this time to reconnect.</li> </ul>
<p><b>Waivers/Flexibility Requested</b></p>	

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<p>3) Explain any waivers from state law, regulation, or rule required to implement the concept. <i>(Facilitators will take the lead on the development of this portion of the proposal.)</i></p>	<p>Fulton County has already waived the number of instructional days and minutes required by the state of Georgia. However, should Fulton County cease its waiver, Hembree Springs Elementary 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:</p> <p>O.C.G.A. § 20-2-151(b) which sets the number of hours of instructional time for educational programs.</p> <p>O.C.G.A. § 20-2-168(c) which sets the number of instructional days per year.</p>
<p>4) Explain any flexibility from Fulton County Schools policy required to implement the concept. <i>(Facilitators will identify the specific Fulton County Schools policies requiring exemptions.)</i></p>	<p>Hembree Springs Elementary is seeking a waiver from Fulton County School Board Policy AE (Applicable School Year) which says “The school year shall consist of 180 teaching days or the equivalent, except in the event of emergency school closures.”</p>
<p><b>Impact on Students and Families, Personnel, Departments, Processes, and Schools</b></p>	
<p>5) List any impact of the concept on:</p> <ul style="list-style-type: none"> <li>▪ Students and families;</li> <li>▪ Personnel;</li> <li>▪ The school schedule;</li> <li>▪ Transportation;</li> <li>▪ School nutrition;</li> <li>▪ Teaching, learning, and assessment;</li> <li>▪ School or district departments or processes not already listed;</li> <li>▪ Other schools; and</li> <li>▪ Any other area not addressed above.</li> </ul>	<p>Impacts:</p> <ul style="list-style-type: none"> <li>• Students &amp; families – Schedule change with 4 additional teacher workdays/ student release days Students benefit from teachers’ increased skills and knowledge</li> <li>• Personnel – Professional Learning activities from 7:45 a.m. – 3:00 p.m. on the designated days.</li> <li>• Transportation –will not be needed on these 4 days. FCS will directly handle Transportation staffing on release days. School Nutrition – will not be needed on these 4 days. FCS will directly handle Nutrition staffing on release days. Teaching, learning, and assessment – Teachers will receive training in Instructional best practices that target higher order thinking skills, technology integration and strategies specific to subject areas to support our School-wide Enrichment Model.</li> </ul>

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<b>Budget</b>	

SCHOOL NAME: Hembree Springs Elementary

Budget Item	Item Description (Include quantities if applicable)	2013-14		2014-15		2015-16		Notes
		Amount Budgeted*	Proposed Funding Source(s)**	Amount Budgeted*	Proposed Funding Source(s)**	Amount Budgeted*	Proposed Funding Source(s)**	
Teacher(s)								
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		
Supplements		0		0		0		
Other Professional Services								
Other		0		0		0		

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Other		0		0		0	
<b>GRAND TOTALS</b>				<b>\$ 0.00</b>		<b>\$ 0.00</b>	

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