

Request for Flexibility Proposal



DIRECTIONS: Please write your responses in the boxes below. Pages 1-3 constitute the school’s draft Request for Flexibility proposal; schools must complete these pages in advance of the school’s Public Comment period. Schools must complete Page 4 before the final submission of the proposal to the school’s Area Superintendent.

SCHOOL NAME: Northview High School

STRATEGIC INITIATIVE: Expanding the Teacher Pipeline for College/Career Courses to:
Create authentic learning experiences in desired career fields AND Expand real world connections for students

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>Northview HS desires to enhance instructional delivery in support of career connections and authentic learning experiences. It is our goal to fully prepare our students for the most prominent and successful positions our global economy has to offer.</p> <p>Northview HS would like to expand the foreign language course offerings offered to students in order to meet the school’s Strategic Plan outcomes & objectives. In order to expand these course offerings, it is important to cast a very wide net in order to find qualified teacher candidates who can provide instruction in hard-to-staff foreign language courses such as Arabic, Japanese, Latin, and Chinese. Waiving the certification rules for these subjects would allow Northview to more easily recruit & hire effective instructors who have the content knowledge necessary for teaching these courses.</p> <p>Additionally, Northview would like to expand its career pathway course offerings so that our students can pursue studies in the health sciences field of Physical Medicine. Waiving the certification requirement for teachers of these courses would allow Northview to bring the best instructors to our students & connect students with real-world career experiences by leveraging a partnership with the Emory-Johns Creek medical establishment to provide course instructors.</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>Research on teacher effectiveness has shown that teacher content knowledge influences how teachers engage students with the subject matter. Teacher content knowledge appears to have a number of direct, and sometimes also indirect, influences on classroom practice.</p> <p>Based on this research, Northview believes that expanding our recruitment to allow the hiring of content-experts in the fields of foreign languages and health sciences will improve our students’ engagement with and mastery of the curriculum taught in these subjects.</p> <p>Additionally, by connecting students with an instructor who is currently working in the health sciences field, Northview will expose our students to career opportunities. These efforts are supported by a wealth of research that points to the need for stronger preparation – beginning in the K-12 education</p>

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	sector – of a skilled workforce ready to meet the demands of today’s labor market.
Waivers/Flexibility Requested	
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>	N/A (The state laws that require employees of Fulton County School District to hold a content certificate have already been waived by the district.)
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>Northview HS requests a waiver from specific provisions within Fulton County Policy GBBB (effective 2013-2014). The provisions we seek to waive are: “To the extent O.C.G.A. §§ 20-2-200, 20-2-201, 20-2-201.1, 20-2-202, 20-2-203, 20-2-204, 20-2-205, 20-2-206, 20-2-207, and 20-2-211.1 require employees of Fulton County School District to hold a content certificate, the requirement in state law that employees hold a content certificate is hereby waived by the Fulton County Board of Education...</p> <p>C. Non-certified new hires must meet the following requirements:</p> <ul style="list-style-type: none"> • 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. • must pass the Georgia Professional Standards Commission's basic skills assessment or meet the exemption criteria. • have a teaching/work assignment that is appropriate for their specialized training or field(s) of expertise. • 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. • meet a standard of effectiveness as established by the District.” <p>NOTE that Northview is not requesting a waiver of the federal requirement that teachers must be Highly Qualified. 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 they will be teaching.</p>

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

<p>5) List any impact of the concept on:</p> <ul style="list-style-type: none"> ▪ Students and families; ▪ Personnel; ▪ The school schedule; ▪ Transportation; ▪ School nutrition; ▪ Teaching, learning, and assessment; ▪ School or district departments or processes not already listed; ▪ Other schools; and ▪ Any other area not addressed above. <p><i>(Facilitators will help gather information from relevant Fulton County Schools departments for this portion of the proposal.)</i></p>	<p>Personnel/Human Resources:</p> <ul style="list-style-type: none"> • Having the flexibility to hire teachers without a Georgia Teaching Certificate will impact the hiring process for certain teaching positions. Northview may have to conduct some teacher recruitment and outreach in order to attract the effective yet non-certified teachers to apply for the relevant teaching positions. • This proposal may have implications for school’s use of the current AppliTrack system through which interested applicants apply to open positions within Fulton County.
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Budget

<p>6) Please use the budget template on the next page to provide the estimated costs of the concept. In the space to the right, please identify, to the extent possible, how you plan to modify your school budget to support any additional funding required and/or identify external funding source(s).</p>	<p>Northview does not anticipate any budget implications arising from this request. For our health sciences instructors, we will leverage our current business partnerships with local medical establishments to support our efforts.</p>
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ATTACH THE STRATEGIC INITIATIVE ACTION PLAN RELATED TO THIS REQUEST FOR FLEXIBILITY.

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DIRECTIONS: Please enter the expected costs of your concept for the applicable school year(s). To calculate the totals for the *Amounts Budgeted* columns, highlight the entire table, and press F9. You may customize the budget items.

SCHOOL NAME: Northview High School – SEE RESPONSE #6 ABOVE.

Budget Item	Item Description (Include quantities if applicable)	<Insert School Year>		<Insert School Year>		<Insert School Year>		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, please see the *FY14 Standard Budget Items* worksheet on the Charter System Cohort I Team Site.

**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, Federal Funds, or Other (please specify the source).

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Northview High School Initiative Action Plan

Initiative Title						
Teacher Certification Waiver						
Long-term Outcome		Focus Area		Objective		
<ul style="list-style-type: none"> Graduate students who excel in the skills of leadership and communication Increase students college and career readiness 		Effective Student Supports Rigorous and Relevant Academic Opportunities		Enhance instructional delivery in the areas of health sciences and foreign language		
Initiative Team Leader						
Principal						
Initiative Team Members						
Assistant Principals; CTE and Foreign Language Department Chairs; Teachers						
Tasks/Action Step	Result/Deliverable	Staff Responsible	Resources	Date to be Completed	RFF	Seed \$
1. Request waiver of components of district policy GBBD	Completed and approved RFF	Principal	School Governance Council; School Administration; Flexibility Facilitator	January 31, 2014	Yes	
2. Finalize details with local medical establishments	Partner instructors identified	Principal	School Governance Council; School Administration; Business Partners	March 15, 2014		
3. Enhance recruitment efforts of hard to staff foreign languages	Increased course offerings and content expert teachers	Principal; Assistant Principals; Department Chair	School Governance Council; School Administration; Human Resources Teacher Recruitment Dept.	March 15, 2014		
4. Build new courses in to master schedule	Increase course offerings	School Administration; Counseling Dept.	School Governance Council; School Administration;	February 1, 2014		
5. Notify students and parents of new course offerings	Increase course offerings	School Administration; Counseling Dept.	School Governance Council; School Administration;	February 1, 2014		