

Request for Flexibility 2016-17 Proposal



INSTRUCTIONS: Please write your responses in the boxes below.

SCHOOL NAME: Northview High School

CONCEPT NAME: School Calendar Waiver for Professional Development Release Days
Professional Learning Communities

STRATEGIC INITIATIVE(S): Personalized Learning
Literacy Across Curriculum

Concept Summary	
<p>1) Describe the need/challenge that your school seeks to address and identify how this need/challenge is outlined in your school strategic plan.</p>	<p>Fulton County Schools is a district “Where Students Come First.” This commitment to student success drives a need to provide our students with a teaching staff who possess the tools and strategies to implement a high quality, relevant curriculum focused on increasing student achievement. After schoolwide STAR testing with our students, we have chosen to focus on improving literacy skills, particularly with our lowest-performing students. This includes work in our ELA classes as well as cross-curricular efforts in our other departments. In our current professional development model, our teachers lack dedicated time without the distraction of routine professional obligations to focus solely on professional skills development and enhancement.</p>
<p>2) Describe the proposed concept, and explain how it addresses the need/challenge identified above.</p>	<p>Currently, local professional development is confined to portions of district-wide Professional Learning Days that are not used for district-wide programs, daily planning time, or missed academic time with students to attend training. We are proposing three (3) additional full release days, in tandem with the approved RFF’s our feeder schools obtained last year. Aligning our full-release days with those of our feeder schools will allow us to leverage opportunities for collaboration and minimize disruption to the community at large. Once confirmed, the dates will be communicated to the Northview community. Northview High School is at the forefront of several initiatives including Literacy Across the Curriculum which focuses on increasing the literacy of all students in all classes. Since this is an all-encompassing initiative that will require the focused efforts of all teachers, designated full-release Professional Development days are necessary for teachers to learn techniques and best practices to increase literacy in their classrooms. The full-release Professional Development days will be focused on lesson strategies and techniques for improving literacy in the classroom and across the curriculum, and will especially focus on our lowest students- ensuring that all students are reading at grade level or higher.</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>Research -</p> <p>When teachers have sufficient, dedicated time for professional learning, they increase their ability to process information, learn and work collaboratively. By doing so, teachers are more engaged and better able to serve their students. There is a plethora of scholarly research available to support this conclusion. A 2010 paper by Hayes Mizell of Learning Forward, titled "Why Professional Development Matters," demonstrates the research in support of more professional development time for teachers.</p> <p>In the foreword to Mizell's publication, it was noted that "when asked what they want for their children, parents, and community members overwhelmingly agree that they want the best teacher possible in every classroom. Research confirms that the most important factor contributing to a student's success in school is the quality of teaching." At Northview, we are striving to increase the quality of teaching to benefit all of our students and their literacy skills.</p> <p>Mizell goes on to discuss 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. 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. Further, "teachers and administrators who routinely develop their own knowledge and skills model for students that learning is important and useful. Their ongoing development creates a culture of learning throughout the school and supports educators' efforts to engage students in learning. A school that organizes team-based professional development and expects all teachers and administrators to consistently participate — though for different purposes, at different times, in different ways — demonstrates that it is serious about all educators performing at higher levels. As a result, the entire school is more focused and effective." This is our goal with the specific request for additional professional development days. Our efforts to target deficiencies in literacy will only succeed if we have the time and space to ensure all of our staff are engaged in the work and supporting each other in these efforts.</p> <p>Additionally, the students benefit from the time to "catch up" and work on what they most need to address without the burden of extracurricular or academic commitments, reducing their stress levels; families are able to have additional time to attend to personal</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Request for Flexibility 2016-17 Proposal



	<p>obligations, which reduces missed academic time for outside appointments, college visits, and travel.</p> <p>We believe that the additional professional development has a great likelihood of success given the proposed plan for each specific day. In addition, we are coordinating with our feeder schools to ensure that the additional days off will not unequally impact families with children in multiple schools.</p>		
<p>4) Outline the expected results in the columns to the right. Add additional rows as necessary.</p>	<p>Project Outcomes</p> <p>Teachers will have a clear understanding of instructional strategies for increasing the literacy of their students.</p> <p>Teachers will develop a repertoire of tools to enhance literacy building techniques.</p> <p>Teachers will have the classroom management tools for literacy focused lessons, regardless of academic subject.</p>	<p>Short-Term Goals</p> <p>Teachers understand the need for focused efforts in improving the literacy of students.</p> <p>Teachers understand the need for incorporating a literacy focus into classroom learning models.</p> <p>Teachers begin to develop tools to enhance literacy focus and instruction.</p> <p>Teacher plan collaboratively for literacy across the curriculum.</p> <p>Parents understand the changes in instructional models.</p> <p>Increase #/% of students reading on grade-level.</p> <p>Increase level of rigor & engagement in all classes.</p>	<p>Long-Term Outcomes</p> <p>A well-trained staff working in high-functioning collaborative teams to ensure student success and achievement.</p> <p>Increased literacy skills for all students in all classes.</p>

Request for Flexibility 2016-17 Proposal



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 law - O.C.G.A. § 20-2-168(c); O.C.G.A. § 20-2-151(b) which sets the number of hours of instructional time for educational programs. State Rule - SBOE Rule 160.5-1-.02 - School day and School year for students and employees.</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>District Policy - AE - School Year- Applicable School Year - "The school year shall consist of 180 teaching days or the equivalent, except in the event of emergency school closures." This would apply to all students grade 9-12.</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; ▪ Other schools; and ▪ Any other area not addressed above. 	<p>Full Release Day Schedule: the selection of dates will be coordinated with our cluster schools that also plan to or have already implemented this program (River Trail MS, Findley Oaks ES, Shakerag ES and Wilson Creek ES). The dates will be specifically selected to occur, if possible, around previously scheduled days off on the FCS calendar, and therefore will cause a minimal disruption to academic time and families. We will also provide several months' notice of the chosen days so families can plan vacation and work schedules with ample time.</p> <p>Impact on students and families: additional full release days may require additional coordination for families with students at different schools. Families will have additional time off from school (not based on a calendar holiday) to attend to personal obligations, reducing student missed academic time for outside appointments and travel. Students will benefit from teachers' increased skill, training, and subject matter expertise.</p> <p>Impact on school personnel: Staff will have three additional full workdays for scheduled professional development, from 8:00am to 4:00pm. Teachers will benefit from an increased depth of knowledge, collaboration with peers, ability to target literacy skills in their content areas, and instruction in educational best practices for promoting literacy growth for students.</p>

Request for Flexibility 2016-17 Proposal



	<p>Sustainability: Our New Teacher Program has a focused effort on catching-up our new staff members with the past years' PD to decrease the learning gap between new staff and established staff. Because our PD is research-based and ties directly to the efforts to personalize learning to maximize student learning growth at all levels, our teachers are learning educational strategies to support the instruction at Northview High School for all students. By doing this PD schoolwide instead of just at the ELA-department level, we can ensure that the focus on literacy has the support schoolwide to make the largest impact for our students.</p> <p>Impact on School Nutrition, Transportation, Clinic and Paraprofessionals: Food Services and Transportation will have three additional days when they are not providing services to student populations. Because transportation will not be needed on those days, the county will save money on fuel. These employees will have release days scheduled based on the school's need. We will notify all impacted parties well advance of approved additional full release days.</p> <p>Impact on Other Schools: We plan to vertically align these professional development days and collaborate with our cluster schools (River Trail MS, Findley Oaks ES, Shakerag ES, and Wilson Creek ES). All schools in the cluster have agreed to pursue the same Full Release Day schedule, minimizing the impact on our local community. We will notify all schools in our cluster of intended Full Release Days to minimize impacts on students who come from middle school or are enrolled in college courses for special programming.</p> <p>Impact on Teaching, Learning and Assessment: Teachers will need to plan ahead to stay on track with instructional plans and timelines. With the implementation of our personal device technologies, teachers could, if needed, plan outside learning activities in the form of student assignments that can take place on Full Release Days</p>
Budget	
<p>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</p>	<p>In developing the 2017-2018 budget, funds will be placed in professional learning to hire a consultant and guest speakers to facilitate with professional development days. Money will also be set aside to pay nutritional costs. PTSA may be asked to support the initiative by providing lunches or helping with consultant fees.</p> <p>Unexpected costs may apply such as specialty consultation fees, materials, and supplies for staff members.</p>

Request for Flexibility 2016-17 Proposal



<p>next page to provide the estimated costs of the proposed concept.</p>	<p>Northview will request funds through the Seed Fund grant process to cover these expenses.</p>
--------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------

Request for Flexibility 2016-17 Proposal



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		
Other		0		0		0		
Other		0		0		0		
GRAND TOTALS		\$ 0.00		\$ 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).