

Request for Flexibility Renewal Application: 2013-2016 SSP 2016-2017 Cycle (Due: December 9, 2016 by 12:00 pm)

INSTRUCTIONS: Please write your responses in the boxes below.

SCHOOL NAME:	Northview High School
CONCEPT NAME:	Expanding the Teacher Pipeline for College/Career Courses
STRATEGIC INITIATIVE(S) (from new strategic plan):	Personalized Learning and Academic Innovation Committee

Data Analysis & Program Impact	
<p>1) Describe the impact of the RFF. To what extent were students exposed to the initiative associated with the RFF? To what extent was there a measurable increase in student outcomes, teacher instructional practices, and/or school climate and culture as a result of the RFF-supported initiative? Be sure to include supporting quantitative data in your analysis.</p> <p><i>Contact Kimberly Richards, with Department of Strategic Planning & Program Evaluation, at richardsk@fultonschools.org, for additional support with evaluating your RFF.</i></p>	<p>Because of our Teacher Certification RFF, which allowed Northview HS to waive specific provisions within Fulton County Policy GBBB, the school has been able to hire two non-certified teachers who were not required to complete the induction professional development courses in pedagogy (as otherwise required of non-certified new hires). Since the approval of the RFF in January 2014, Northview has hired an industry-experienced Health Sciences teacher as well as an experienced Chinese teacher.</p> <p>The addition of these teachers have helped Northview grow its career/tech and foreign language course offerings. The Healthcare Sciences program grew from two sections of students enrolled in the first level of the pathway during the 2014-15 school year to three sections of students enrolled in the first two levels of the pathway during the 2015-16 school year to four sections of students enrolled in all three levels of the pathway in the current 2016-17 school year. The Chinese program has grown from five sections in the 2014-15 school year to eight total sections in the current school year, and Northview is now able to offer all levels of the language, from Chinese I to AP Chinese.</p> <p>Feedback gathered from student survey data and from classroom observations have shown that both teachers hired through Northview's waiver of GBBB provisions have a positive impact on student learning and are</p>

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	<p>contributing in a positive manner to the school’s professional learning communities.</p>
Rationale for Continuing RFF	
<p>2) Describe the progress your school has made toward the project outcomes and go also outlined in your original proposal. What challenges have you encountered? Detail any changes or adjustments that must be made to the original proposal for implementation during the 2016-2020 strategic plan cycle.</p>	<p>Having the flexibility to hire teachers without a Georgia Teaching Certificate has positively impacted the hiring process for certain teaching positions at Northview High School, which was the school’s desired outcome when the RFF proposal was first submitted two years ago.</p> <p>In Northview’s 2013 Strategic Plan, two of the strategic initiatives were: create authentic learning experiences; and increase course offerings around health. These initiatives have been fulfilled in large part because of the high caliber of teachers the school was able to recruit and hire.</p> <p>Since Northview is the first school to waive portions of FCS Policy GBBD, the challenge we have encountered is building a common understanding among all stakeholders (at the school and district levels) of what successful implementation of the RFF looks like.</p>

Principal Signature: _____

Council Chair Signature: _____