

# Request for Flexibility Proposal



SCHOOL NAME: Roswell North Elementary School

STRATEGIC INITIATIVE: Student 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 come 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><b>We are requesting the support of our community to add three full release days for professional development.</b></p> <p>Students would not attend school on three Monday or Fridays during the school year to provide time for strategically aligned professional learning from 7:00 to 4:00. Because we believe that all of these</p>

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	<p>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 had Early Release Days in prior years, we were able to devote three hours to valuable professional learning, with teachers’ full attention. Teacher survey feedback from the previous Early Release Days was positive. Teacher and parent survey feedback indicates that our community overwhelmingly prefers a full day release schedule. It has been challenging to recreate that designated time in our current calendar.</p> <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>• There will be a positive impact on the mental health of teachers and staff</li> <li>• Fewer duty days will be required for teachers to leave school for Professional Learning</li> <li>• Students will have the opportunity to schedule regular appointments</li> <li>• Families will be able to take advantage of this time to reconnect</li> </ul>
<p><b>Waivers/Flexibility Requested</b></p>	
<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>N/A</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>We are seeking to waive Board Policy AF which states “the minimum school day for elementary schools shall consist of six and one half hours, including lunch period.”</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"> <li>▪ Students and families;</li> <li>▪ Personnel;</li> <li>▪ The school schedule;</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><i>(Facilitators will help gather information from relevant Fulton County Schools departments for this portion of the proposal.)</i></p>	<p>Impacts:</p> <ul style="list-style-type: none"> <li>• Students &amp; families – Schedule change three Mondays or Fridays per year</li> <li>• Students benefit from teachers’ increased skills and knowledge</li> <li>• Personnel – Professional Learning activities from 7:00 a.m. – 4:00 p.m. on the three designated days</li> <li>• School schedule – We will schedule release days near weekends or existing school holidays</li> <li>• Transportation – none</li> <li>• School Nutrition – School Nutrition workers will have the opportunity for professional development</li> <li>• Teaching, learning, and assessment – Professional development will increase teacher depth of knowledge across all subject areas, increase application of instructional technology integration, and increase application of effective co-teaching strategies.</li> </ul>
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>	

**ATTACH THE STRATEGIC INITIATIVE ACTION PLAN RELATED TO THIS REQUEST FOR FLEXIBILITY.**

**SEE ATTACHED**

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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: \_\_\_\_\_

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 Trainer/Supplies x 3 days		9,000	Fulton County Seed Fund	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		

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<b>GRAND TOTALS</b>		<b>\$ 9000.00</b>		<b>\$ 0.00</b>		<b>\$ 0.00</b>	
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\*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).

7)	
8)	
9)	
10)	
11)	

SCHOOL GOVERNANCE COUNCIL  
 CHAIR'S SIGNATURE: \_\_\_\_\_  
 DATE: \_\_\_\_\_

## Initiative Action Plan Template

Early Release Days						
Long-term Outcome	Focus Area	Objective				
Increase academic achievement	Professional Development	<ul style="list-style-type: none"> <li>Increase teacher depth of knowledge across all subjects</li> <li>Increase application of instructional technology integration</li> <li>Increase application of effective co-teaching strategies</li> </ul>				
Initiative Team Leader						
Principal						
Initiative Team Members						
Academic Coach, Talented and Gifted (TAG) Teachers, Special Education Teachers, Leadership Team						
Tasks/Action Step	Result/Deliverable	Staff Responsible	Resources	Date to be Completed	RFF	Seed \$
1. Provide 4 Early Release Days for strategic professional learning	Confirmation of waiver from elementary schedule	Principal	Government & Flexibility Facilitator School District	2.1.14	X	
2. Provide early transportation for students	11:25 a.m. dismissal	Administration	Transportation Department	8.1.14		X
3. Develop professional learning schedule & request for PLUs	Course syllabus	Principal, CST & Academic Coach	Professional Learning Department	8.1.14		X
4. Work with After School Programs and daycares to provide child-care options for parents	Additional programs offered for students	Assistant Principal	Roswell Recreation, PrimeTime, daycares, clubs, PTA	8.1.14		
5. Develop alternate school schedule to accommodate reading and math instruction	Early Release Day schedule	Assistant Principal		8.1.14		