

Winter CTAE Leadership Conference Strategic Waiver School Systems (SWSSs) and Charter Systems

February 4, 2016

House Bill 1209

2008 Session of the Georgia
General Assembly

Georgia Department of Education



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Selection of an Operating System

- No later than June 30, 2015 each local school system must notify GaDOE that it will operate as an:
 - Investing in Educational Excellence School System(IE²)
 - Charter School System
 - Status Quo School System



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Changes Based on House Bill 502

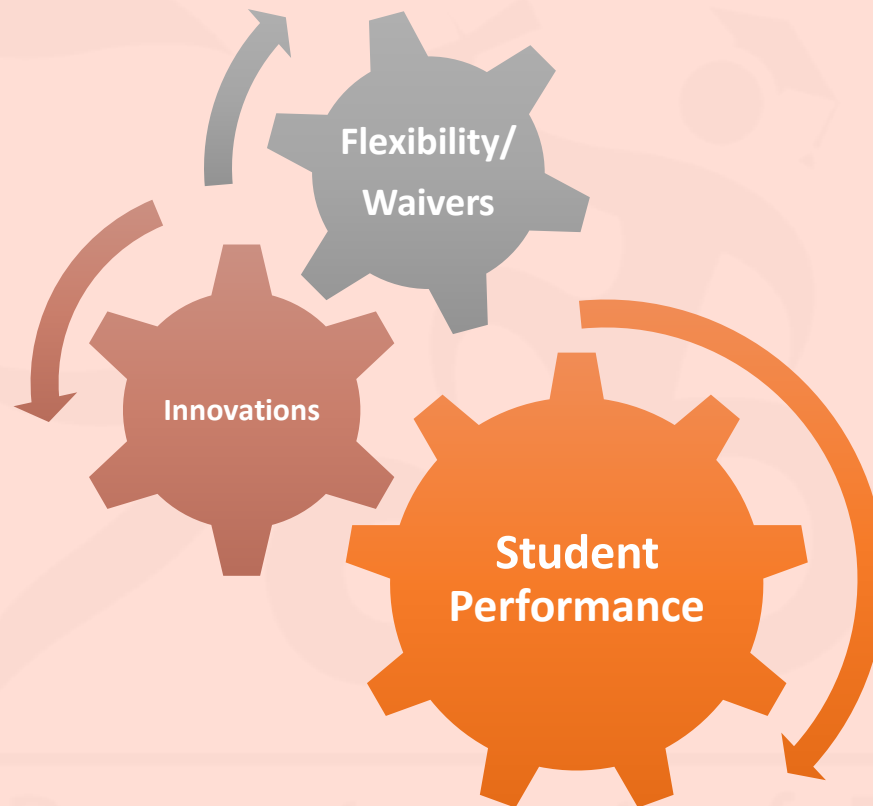
- Investing in Educational Excellence (IE²) is now Strategic Waivers School System (SWSS)
- Status Quo is now Title 20/ No Waivers School System (NWSS)

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Using Flexibility to Improve Student Achievement



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School System Flexibility Choices 01/14/2016



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• Approved Charter Systems	33
• Letters of Intent For Charter Systems	10
• Approved SWSSs	77
• Letters of Intent for SWSSs	58
• Title 20/No Waivers School Systems	2
• <u>Total</u>	<u>180</u>

June Strategic Waivers School System/IE² Approvals



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- Montgomery County
- Coweta County
- Bacon County
- Carroll County
- Atkinson County
- Paulding County
- Thomas County
- Jefferson County
- Forsyth County (Renewal)

July Strategic Waivers School System/IE²Approvals



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- Brantley County
- Taylor County
- Pierce County
- Camden County
- Charlton County

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August Strategic Waivers School System/IE² Approvals



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- Franklin County
- Chattooga County
- Cherokee County
- Macon County
- Glynn County
- Polk County
- Worth County
- Lee County

September Strategic Waivers School System/IE² Approvals



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- Walton County
- Chattahoochee County
- Bremen City
- Rome City
- Stewart County

- Towns County
- Clinch County
- Turner County
- Pelham City
- Quitman County

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November Strategic Waivers School System/IE² Approvals



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- McIntosh County
- Thomaston-Upson County
- Social Circle City Schools
- Griffin-Spalding County
- Henry County
- Irwin County
- Echols County
- Colombia County
- Clayton County
- Chickamauga City
- Rabun County
- Habersham County
- Appling County
- Murray County
- Cook County
- Jeff Davis County
- Heard County
- Marion County
- Jenkins County



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December Strategic Waivers School Systems/IE² Approvals

- Treutlen County
- Meriwether County
- Butts County
- Bibb County
- Whitfield County
- Sumter County
- Newton County
- Miller County
- Troup County
- Jackson County
- Lamar County
- Trion City Schools
- Bleckley County
- Richmond County
- Dodge County
- Fayette County
- Hancock County
- Rockdale County
- McDuffie County

January Strategic Waivers School System/IE² Approvals



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- Bartow County
- Lowndes County
- Crisp County
- Lincoln County
- Pike County

February Strategic Waivers School Systems For SBOE Consideration



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Dalton City Schools

Wheeler County

Oconee County

Bulloch County

Brooks County

Dade County

Long County

Screven County

Tattnall County

Walker County

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Approved Charter Systems

- Banks County
- Barrow County
- Calhoun City
- Carrollton City
- Cartersville City
- Decatur City
- Coffee County
- Commerce City
- Dawson County
- White County
- Dublin City
- Floyd County
- Fulton County
- Gainesville City
- Gilmer County
- Glascock County
- Gordon County
- Haralson County
- Hart County
- Lumpkin County
- Madison county
- Marietta City
- Morgan County
- Putnam County
- Stephens Co.
- Union County
- Vidalia City
- Warren County

Charter System Application Activity



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- Liberty County July SBOE Meeting
- Atlanta Public Schools September SBOE Meeting
- Clarke County Early 2016
- Dougherty County Early 2016
- Randolph County Early 2016



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Strategic Waivers School System/IE² Accountability

ALL SCHOOLS: CCRPI

- On CCRPI, without the inclusion of Challenge Points, the school shall annually increase by 3% of the gap between the baseline year CCRPI score and 100
 - The baseline year will be 2015-16
 - This baseline year applies to districts entering contracts effective in both 2015-16 and 2016-17

Strategic Waivers School System/IE² Accountability

ALL SCHOOLS: CCRPI (*continued*)

- Schools with initial CCRPI scores in the top quartile of the state within each grade cluster will be required to maintain or improve that level of performance
- Targets for schools that reach this threshold in any year will remain at that same threshold



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Strategic Waivers School System/IE² Accountability

ALL SCHOOLS: CCRPI (*continued*)

- Example 2: Assume a school's baseline CCRPI without Challenge Points is 84.2 and the top quartile is 81.5 (not actual numbers)
 - The school must remain in the top quartile, continually working to improve its CCRPI

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Exhibit B: Flexibility Component

Important Principles of SWSS/IE² Flexibility

- Prohibition on using flexibility to enhance Quality Basic Education (QBE) funding
- Benefit of waiving laws instead of rules except in cases where rules are directly cited
- Importance of local policy manuals and student handbooks as prevailing governance sources
- Non-waivers by law and related contract provisions- O.C.G.A. Section 20-2-82(e)



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Exhibit B: Flexibility Component

Under O.C.G.A. § 20-2-80 and SBOE Rule 160-5-1-.33, the ___ School District is seeking flexibility for all its schools from the following state statutes and associated rules in exchange for greater accountability (as outlined in the IE2 Partnership Contract) over the life of a five-year contract which allows for six years of flexibility between the ___ School District Board of Education and the Georgia State Board of Education, except as prohibited in O.C.G.A. § 20-2-82(e).



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O.C.G.A. §20-2-82(e)

- The state board shall not be authorized to waive or approve variances on any federal, state, and local rules, regulations, court orders, and statutes relating to civil rights; insurance; the protection of the physical health and safety of school students, employees, and visitors; conflicting interest transactions; the prevention of unlawful conduct; any laws relating to unlawful conduct in or near a public school; any reporting requirements pursuant to Code Section 20-2-320 (*Comprehensive educational information network*) or Chapter 14 of this title (*GOSA*); the requirements of Code Section 20-2-211.1 (*Clearance Checks by PSC*); or the requirements in subsection (c) of Code Section 20-2-327 (*Individual graduation plans*)



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Exhibit B: Flexibility Component

Financial Flexibility

- Minimum Direct Classroom Expenditures/Expenditure Controls (O.C.G.A. § 20-2-171)
- QBE Financing except to the extent it relates to funding (O.C.G.A. § 20-2-161)
- Categorical Allotment Requirements, Article 6 of Chapter 2 of Title 20 (O.C.G.A. § 20-2-167, O.C.G.A. § 20-2-183 to 20-2-186)

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Exhibit B: Flexibility Component

Human Resources Flexibility

- Class size/Staffing (O.C.G.A. § 20-2-182)
- Certification Requirements (O.C.G.A. § 20-2-200)
- Personnel Required (SBOE Rule 160-5-1-.22)
- Employment/Conditions of Employment (O.C.G.A. § 20-2-218)
- Salary Schedule Requirements (O.C.G.A. § 20-2-212)

Exhibit B: Flexibility Component

Academic Program Flexibility

- Graduation Requirements for the purpose of substitution of equivalent or higher level requirements which will assist students in acquiring the knowledge and skills necessary to be successful as they continue their education at the postsecondary level and/or enter the workforce (SBOE Rule 160-4-2-.48)
- Early Intervention Program (O.C.G.A. § 20-2-153)
- Remedial Education Program (O.C.G.A. § 20-2-154)
- Alternative Education Program (O.C.G.A. § 20-2-154.1)
- Language Assistance: Program for Limited English Proficient (LEP) Students (O.C.G.A. § 20-2-156)



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Exhibit B: Flexibility Component

Academic Program Flexibility

- Education Program for Gifted Students except to the extent it relates to funding (SBOE Rule 160-4-2-.38)
- School Day and School Year for Students and Employees (O.C.G.A. § 20-2-151, O.C.G.A. § 20-2-160(a), O.C.G.A. § 20-2-168(c))
- Comprehensive Health and Physical Education Program except as prohibited by O.C.G.A. § 20-2-82(e) (SBOE Rule 160-4-2-.12)
- Promotion and Retention (O.C.G.A. § 20-2-283)
- Instructional Extension (O.C.G.A. § 20-2-184.1)

2015-2016 Strategic Waivers School System/IE² Application



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- School systems seeking a Strategic Waivers School System contract for 2015-2016 must have their contracts approved by the December 2015 State Board Meeting
- Individual school system waiver requests for 2015-2016 must also be received by November 1, 2015 to allow State Board of Education consideration at their December 10 meeting



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Performance Measures

Strategic Waivers School System/IE2

- College and Career Ready Performance Index (CCRPI)
- Beating the Odds

Charter System

- College and Career Ready Performance Index (CCRPI)
- Beating the Odds



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Strategic Waivers School System/IE² Consequences

The SBOE shall mandate the loss of governance of one or more of an IE² System's nonperforming schools...Such loss of governance may include, *but shall not be limited to*:

- 1) Conversion a school to charter status with independent school level governance and a governance board with strong parental involvement;
- 2) Operation of a school by a successful school system, as defined by GOSA, and pursuant to funding criteria established by the SBOE; or
- 3) Operation of a school by a private entity, nonprofit or for profit, pursuant to a request for proposals issued by the Department.



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Strategic Waivers School System/IE² Consequences

In addition to the loss of governance options specified in the statute that could be imposed at the end of the IE² contract term, the following options for loss of governance could be implemented *during or at the conclusion of* the IE² contract term. Note that the numbering continues from the list above

4. Nonperforming schools could have governance reduced by being required to submit a remedial action plan for LBOE approval before the school can implement necessary changes
 - For this option, the District could specify the general requirements such a plan a must meet or let the school submit a draft based on its own analysis



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Strategic Waivers School System/IE² Consequences

5. The school could be required to make leadership and faculty/staff changes, including replacing leaders/faculty/staff and/or an aggressive professional development program

6. The school could be required to implement reconstitution if necessary to ensure performance improvements

7. The school could be required to develop individual student achievement plans and implement programs such as afterschool and/or Saturday tutoring programs that provide additional time on task in subject areas specified in the individual plans



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Strategic Waivers School System/IE² Consequences

8. Other options for loss of governance not listed above that address the specific reasons for a school's failure to meet its targets could be proposed in an IE² application



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Overview of the SWSS/ IE² Application Process

- There are two main parts to the SWSS/IE² application process
 1. Preparing and submitting your application
 2. Georgia Department of Education (GaDOE) and Governor's Office of Student Achievement (GOSA) review and SBOE approval of your application

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Preparing and submitting your SWSS/IE² application



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The SWSS/IE² Application Packet includes 10 items:

1. Completed Application Form
2. Partnership Contract
3. Table 1-Summary of Challenges Aligned with Initiatives and Necessary Waivers
4. Exhibit A: Strategic Plan
5. Exhibit B: Flexibility Component
6. Exhibit C: Accountability Component
7. Exhibit D: Consequences Component
8. Exhibit E: Elementary School Plan(s)
9. Exhibit F: Middle School Plan(s)
10. Exhibit G: High School Plan(s)

Preparing and submitting your SWSS/IE² application



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- ***When finalized, these 8 pieces make up your SWSS/IE² Contract***
- ***You create all 8 using template files we provide***

SWSS/IE² Application Form

- First seven (of eight) questions in the application designed to help you fill out Table 1: Summary of Challenges Aligned with Initiatives and Necessary Waivers

Challenges in Prioritized Order	Specific Initiative/Action and Explanation	Waiver(s) Requested
Ensuring that ___ can attract and retain effective teachers, leaders, and professional personnel to meet the projected student growth for ___, the aging workforce, and current staffing deficits.	The ___ School District highly regards the traditional preparation of school educators and intends to consider the additional value that could be added to classroom instruction and student supports by expanding employment practices to consider professional practitioners in specialty fields such as technology, science and engineering, and child support roles. Additionally ___ desires to ensure that all employees are compensated at competitive rates while valuing prior non-teaching responsibilities associated with an employee's teaching or support assignment.	<ul style="list-style-type: none"> • Salary Schedule requirements (O.C.G.A. § 20-2-212) • Certification requirements (O.C.G.A. § 20-2-108, O.C.G.A. § 20-2-200, O.C.G.A. § 20-2-201, O.C.G.A. § 20-2-204)

- The application should be concise, succinct, comprehensive
- Example: Coweta County School System (see SBOE eBoard for the June 2015 meeting)



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SWSS/IE² Application Form

ASSURANCES FORM AND SIGNATURE SHEET

- The law requires your school district to provide assurances that it will do certain things and comply with certain laws. This Assurance Form enumerates all of these requirements and, when you submit this signed Signature Sheet with this Assurance Form as part of your SWSS/IE² System Application Package, you are providing the legal assurance that your SWSS/IE² system understands and will do these things. This form must be signed by a duly authorized representative of the school system.



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SWSS/IE² Application Form

EXHIBITS

1. Signed local Board of Education resolution approving the creation of the SWSS/IE² system.
2. Notice that was sent to each principal within the proposed SWSS/IE² system regarding required hearings on the SWSS/IE² system application.
3. A list of all schools to be included in the SWSS/IE² system, including new schools or college and career academies that will be formed throughout the life of the SWSS/IE² , with an indication of which existing schools are currently in Needs Improvement status.
4. School plans using the template found on our website at <http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/IE2.aspx>



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SWSS/IE² Application Form

5. A brief description of the SWSS/IE² system that includes the name, the mission, grades served, the focus of the curriculum, instructional methods to be used, including any distinctive or unique instructional techniques or educational programs to be employed, and other pertinent information.
6. A brief description of the system's fiscal history and whether the system is or has ever operated under a fiscal deficit.
7. Online link to the school system's most recent annual audit.
8. Online link to the school system's most recent accreditation report.
9. Online link to the school system's most recent strategic plan.

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Contract Details

5 years of accountability

Two party contract

Class Size Considerations:

<http://www.gadoe.org/External-Affairs-andPolicy/Policy/Documents/Class%20Size%20Flexibility%20Considerations%20for%20LEAs%2001-7-15.pdf>

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Additional Information

Louis Erste
Associate Superintendent,
Policy, Charter Schools,
District Flexibility, and
Governmental Affairs
lerste@doe.k12.ga.us
404-651-8734

Janelle Cornwall
Staff Attorney
Charter Schools Division
jcornwall@doe.k12.ga.us
404-463-6458

Garry McGiboney, Ph.D.
Deputy Superintendent,
External Affairs
gmcgiboney@doe.k12.ga.us
404-656-0619

Howard Hendley, Ed.D.
Director,
Policy Division
hhendley@doe.k12.ga.us
404-657-2965

Stacey Suber-Drake
Interim General Counsel
sDrake@doe.k12.ga.us
404-657-2529