

SBS, POF, or Innovation	Cluster	School	Name of Flexibility/ Innovation:	Focus Area	School goal or priority the flexibility is aligned with
District Flexibility	District	District	Retest for Milestones	Academic Program	The state approved our request to BOTH waive the Promotion, Placement & Retention policy AND administer the retest for 3rd, 5th, and 8th graders as originally planned (see below). This will require that you use the time between the administration of the Milestones and the retest dates (the week after school ends) to do remediation.
POF	North Atlanta	Bolton Academy	Waiver of Law, Regulation, Rule or Policy: Waiver of Dual Language Teacher GACE Certification	Academic Program	Bolton Academy will be implementing the Dual Language Program in grades K and 1 for the SY2017-2018, with Spanish as the target second language. Currently, teachers who facilitate this program must be ESOL certified and have passed the GACE. The Spanish partner teacher must also be a native Spanish speaker. The request at Bolton Academy to waive the dual language teacher, (specifically the Spanish partner teacher), from having to take the GACE is due to the fact that the test is not offered Spanish. Bolton Academy currently has on staff an Early Childhood Education certified teacher from Puerto Rico, serving as the Spanish partner teacher in our Kindergarten DLI classroom, however, she is also monolingual and would not be able to pass the required GACE assessment which is only offered in English. By waiving this certification requirement, we would be able to retain an outstanding and experienced early childhood educator and maintain the continuity of our kindergarten DLI program through her effective instruction.
POF	North Atlanta	Brandon	Certification and Language Proficiency waivers for DLI Spanish Teachers	Talent Management	A part of the North Atlanta Cluster plan as well as our school's strategic plan is to build out a successful Dual Language Immersion program as a way of improving our IB implementation and our student achievement.
POF	Jackson Cluster	Burgess-Peterson Academy	Hourly Technology Teacher	Talent Management	Improved efficiency and competency with word processing and computer skills to aid students in moving quickly and accurately through ONLINE TESTING and ASSESSMENTS.

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POF	Jackson Cluster	Burgess-Peterson Academy	Sceduling Media Specialist into Master Rotation	Systems and Resources	Making the best possible use of our master schedule and maximize the available resources within the building to afford our grade level teams a more cogent block of time to plan and collaborate
POF	Washington Cluster	Hollis Innovation Academy	Re-Purposed District Professional Development Days	Talent Management	This flexibility is aligns strongly with the development of highly qualified staff by providing relevant and timely professional development based on school signature programs.
POF	Washington Cluster	Hollis Innovation Academy	Local Budget Control	Resources	In order to drive student achievement, budget decisions will be made according to the needs of students/families at the school. Spending decisions (both within the school's system allocation and any funds raised independently by the school will be made by the principal with approval by the GO Team consistent with applicable APS policies and procedures. This will allow the principal creativity in his/her implementation of research-based interventions and practice.
POF	Washington Cluster	Hollis Innovation Academy	Local Control of Professional Development	Talent Management	Essential to the success of any school is a comprehensive professional development program for the administrators, teachers, and support staff. Adequate funds will be allocated with intentionality to ensure this component is embedded in the core of the mission. The district reserves the right, on a limited basis, to require school personnel to participate in high priority professional development.
POF	Washington Cluster	Hollis Innovation Academy	School is a Community Hub	Culture	In order to solidify the school as a community hub, build rapport/trust among families and thus increase enrollment, the school may be open for longer hours to host community events.

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POF	Washington Cluster	Hollis Innovation Academy	PD Flexibility	Talent Management	Consistently, teachers have requested more time for planning for implementation of our signature model (EL Education & STE(A)M). During staff budget conversations, staff requested either additional days of planning or to be excused from district PD. (Flexibility requested) Provide teachers with the following *3 planning days within the school calendar for EL module launching *3 planning days for uninterrupted planning days. *5 day pre-planning prior to APS Pre-planning to offer school based PD *Flexibility to be excused from district level PD
POF	Midtown/Nor th Atlanta	Hope-Hill ES/ Morningside ES/ Sara Smith ES	TKES Observations	Talent Management	request Principal Operational Flexibility to follow the state recommendation for the Flexibility Process of one Walkthrough and one Formative Observation, as opposed to the APS local plan of two Formative Observations for those teachers on the Flex Plan. The spirit of Senate Bill 364 was to allow for a more personalized approach to evaluating teachers, as well as give the principal and evaluators the ability to focus on the six categories of teachers who need the most support, as listed below. This minor change would allow for a much stronger program for the teachers on the FULL plan as described by the state of Georgia, while continuing to effectively evaluate and capitalize on the strengths of our FLEX eligible teachers.
POF	Midtown	Hope-Hill ES/ SPARK ES/ Mary Lin ES	World Language Offerings	Academic Programs	In order to maintain a standard of service for all content areas for 4th and 5th grade as required by the District, we are requesting flexibility with the scheduling of our World Language program.
POF	Midtown	Morningside	School Based Professional Development Days	Talent Management	High quality and relevant professional development for staff:* Base professional development on a teacher self-assessment* Facilitate vertical teaming* Implement a staff professional development committee, by staff for staff

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POF	North Atlanta	North Atlanta High School	Certification Waiver for French Teacher	Talent Management	Academic Program – Fully implement the IB Middle Years Program (MYP) educational program and improve the IB Diploma Program (DP) program, including expanding program diversity. Talent Management – Build teacher's capacity in instructional strategies. Ensure we have inspiring educators in all classrooms
POF	North Atlanta	Sarah R. Smith Elementary School	Waiver for Teacher Certified in Early Childhood from Puerto Rico	Talent Management	Recruit and retain bi-literate instructional staff for dual-immersion program.
POF	Carver Cluster	Sylvan MS	No certification route for hiring	Academic Program	Maintaining highly talented teachers/staff. Ms. Hanks has been successfully been the dance instructor at Sylvan for the past four years. She has established meaningful relationships with staff, students parents, and partners. These relationships have helped expose the students a variety of dance genres.
SBS	Non Traditional	Alonzo A. Crim Open Campus High School	Professional Learning Day	Academic Program	Lowering the number of students in the Beginning Achievement Level and Increasing the number of students performing at the Developing and Proficient Levels.
SBS	Jackson Cluster	Benteen ES	Dual Language Immersion	Academic Program	This is aligned with our school and cluster goal aligned to our implementation of IB. This program will increase the international mindedness of our students and help increase our student performance on GA Milestones Assessments. The DLI program at Benteen will provide additional opportunities for our non English speaking students to experience academic milestones in two languages and lead to students eventually becoming bilingual. This program is also aligned to our goal to improve our school culture by providing opportunities for our non English speaking parents to be content "experts" and volunteer in the classrooms similar to how other parents do in regular classrooms.

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SBS	Douglass, Carver, and Jackson Clusters	DH Stanton ES; Hollis Innovation Academy; Perkerson ES; Fain ES; Boyd ES; Finch ES	Waive for Expanded Core Courses and shorten time in Core Courses to create an Intervention Block	Academic Program	Hollis Innovation, DH Stanton, Boyd, Fain, Finch, and Perkerson Elementary Schools are six schools within the targeted tier of the School Turnaround Strategy. These schools are focused on improving the academic performance of all students.
SBS	Washington Cluster	Hollis Innovation Academy	3rd-5th Grade Intensives	Academic Program	This flexibility is to provide targeted instruction to students in the area of Reading and Mathematics. Students who have scored below proficient on the GMAS and have an SGP below 30 will be considered for 3rd-5th grade intensives. The goal of this flexibility is to decrease the percent of students scoring at the beginner by 10 in Reading and Mathematics and increase the percent of students scoring in the Typical/High growth range on the GMAS progress indicator to 60.
SBS	Washington Cluster	Hollis Innovation Academy	School Calendar	Academic Program/Talent Management/Resources/Culture	In order to maximize student achievement, the school may adopt a new calendar with longer school days, an additional amount of student contact days, and additional professional development days/time for faculty and staff. WFF and APS recognize that a mutually agreed upon plan to pay the incremental cost (including transportation) of longer days or longer school years will be in place prior to any changes of the school calendar. In addition, such changes will be contingent upon the district's ability to adjust transportation routes to accommodate such requests.
SBS	Washington Cluster	Hollis Innovation Academy	Opportunity Room for students	Academic Program/Culture	Create an in-school opportunity room for students who are having behavior difficulties that impeded the learning of other students

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SBS	Washington Cluster	Hollis Innovation Academy	ELA & Math Intensives	Academic Program	Students who are having difficulties in Reading and Mathematics in grades 3-5 receive intensive reading and mathematics support in lieu of Art and/or Music. Students can be placed back into their specials courses if they show the following: *show +.5 months of growth *33 or better growth percentile on STAR *positive recommendations from teachers
SBS	Carver Cluster	Sylvan MS	Reduce seat minutes for Sc/SS in 6th & 7th grade	Academic Program	Improve students literacy and math performance. reduce seat minutes for Science and Social Studies in 6th & 7th grade, which would allow for 20 minutes to be added to math and ELA respectively and include a 75 minute intervention period for all students.
SBS	North Atlanta	Sarah R. Smith Elementary School	Transition Foreign Language from French to Spanish	Academic Program	Develop a faculty/staff base that serves the growing language needs of the school. Cultivate a global learning community that cohesively aligns our school's systems and resources with the IB curriculum and supports our diverse population.