



# **School System Flexibility for the DeKalb County School District**

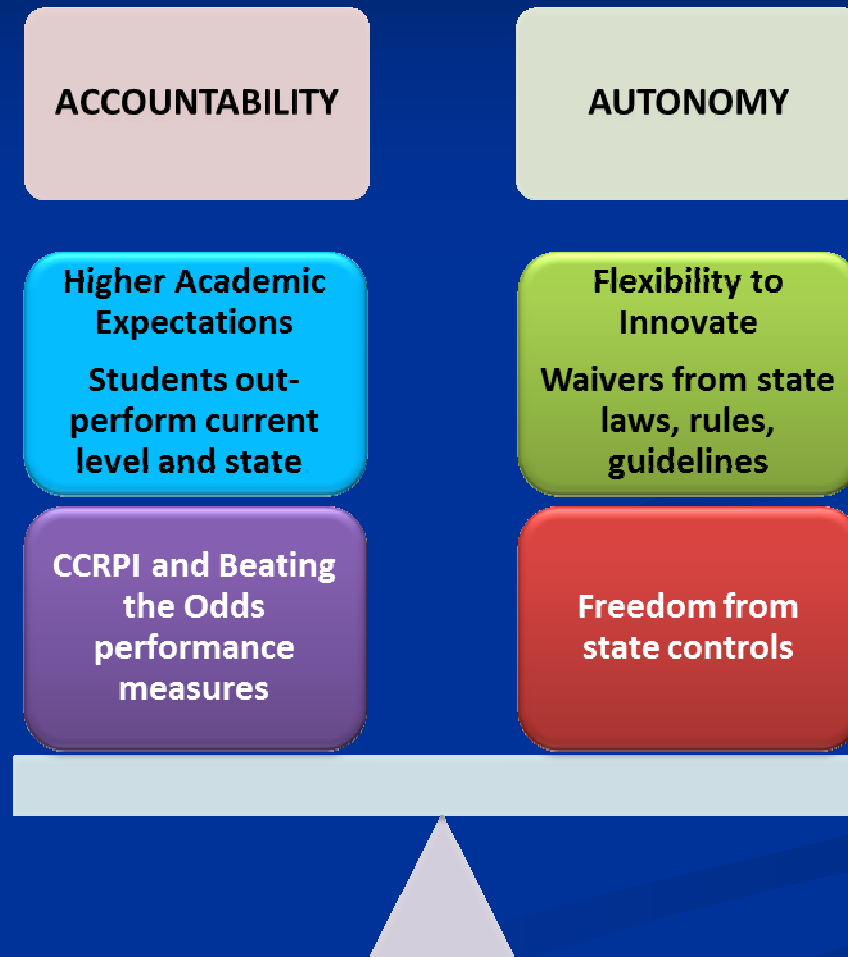
Community Engagement Sessions

# Flexibility Options: Background Information

O.C.G.A. § 20-2-84.3 states that “[n]o later than June 30, 2015, each local school system shall notify the [Department of Education] of its intention to request increased flexibility pursuant to this article or shall comply with subsection (b) of Code Section 20-2-80.”

According to O.C.G.A. § 20-2-80 subsection (b) “a local school system may elect not to request increased flexibility in exchange for increased accountability and defined consequences and opt to remain under current laws, rules, regulations, policies, and procedures....”

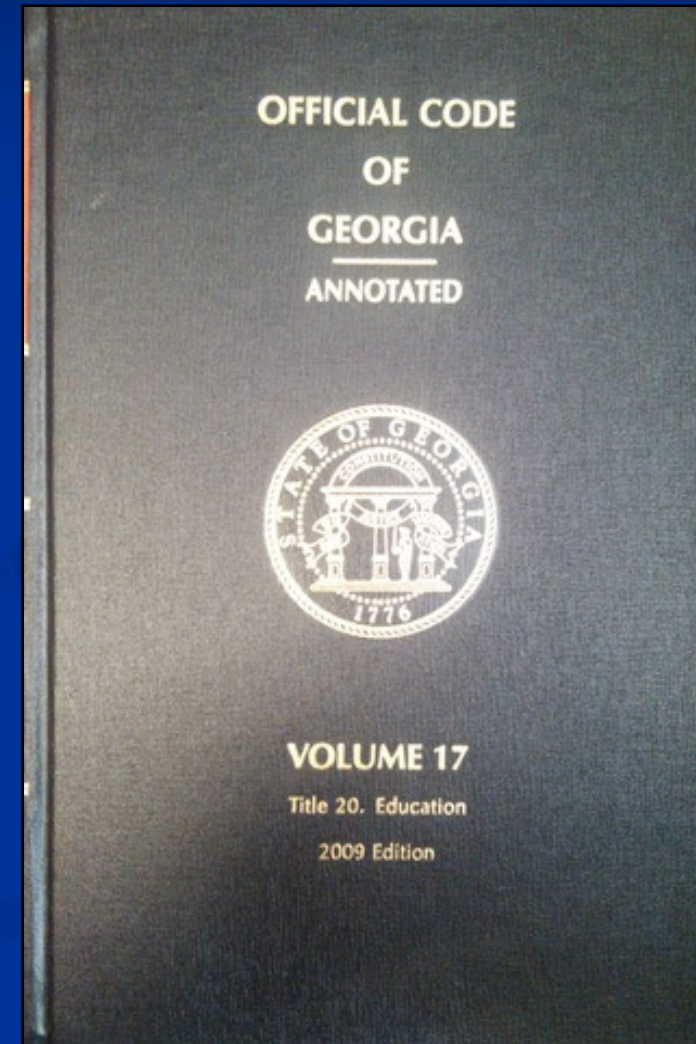
# Flexibility Options: The Trade-Off \*



\* from GA DOE documents

# The Flexibility to Innovate: Title 20

The Georgia Legislature is allowing school systems to trade-off increased accountability and expected student achievement for local school/district autonomy and flexibility from state laws and GA DOE policies. This opportunity will cease to exist on July 1, 2015.



# **The Flexibility to Innovate: Title 20**

**School Systems have already been obtaining waivers from Title 20 and DOE regulations. As an example, districts have been granted state class size waivers due to fiscal emergencies associated with the Recession.**

**What is different about this flexibility option is the ability for school systems to be innovative and request broad flexibility since almost all of Title 20 and DOE policies can be waived; however, after June 30, 2015, no waivers will be granted except in cases of natural disasters!**

# Flexibility Options: The Three Options

The current flexibility options associated with O.C.G.A. § 20-2-84.3 and § 20-2-80 and available for consideration are:

- Investing in Educational Excellence (IE<sup>2</sup>) School System
- Charter System
- Status Quo School System

# Flexibility Options: IE<sup>2</sup> System\*

## Definition

- A local district that has a performance contract with the SBOE (State Board of Education) granting the district freedom from specific Title 20 provisions, SBOE rules, and GaDOE (Georgia Department of Education) guidelines

## Facts & Features

- The contract is between the district and the SBOE
- GOSA (Governor's Office of Student Achievement) monitors performance
- The system gains flexibility to innovate in exchange for increased academic accountability

## Relative Advantages/ Disadvantages

- Flexibility to innovate
- Financial savings possible from waivers
- Loss of governance over schools that fail to meet targets

## Federal/State Compliance

- Must comply with all federal laws and regulations
- Must comply with all state laws, rules and regulations not waived by the IE<sup>2</sup> contract

# Flexibility Options: Charter System\*

## Definition

- A local district that has an executed charter from the SBOE granting it freedom from almost all of Title 20, SBOE rules, and GaDOE guidelines

## Facts & Features

- The charter is a contract between district and SBOE
- The district gains flexibility to innovate in exchange for increased academic accountability
- School-based leadership and decision-making

## Relative Advantages/ Disadvantages

- School-level autonomy and accountability required
- Financial savings possible from waivers
- Additional per-pupil funding in QBE if appropriated

## Federal/State Compliance

- Must comply with all federal laws and regulations
- Must comply with all state laws, rules and regulations that cannot be waived (e.g., health and safety)



# Flexibility Options: Status Quo System\*

## Definition

- A local district that has formally rejected all flexibility options

## Facts & Features

- No performance contract
- No district freedom from Title 20, SBOE rules, or GaDOE guidelines
- No waivers unless natural disaster

## Relative Advantages/ Disadvantages

- No change is required
- No financial savings from waivers

## Federal/State Compliance

- Must comply with all federal laws and regulations
- Must comply with ALL state laws, rules and regulations

# Option Considerations: Contractual Partners\*

IE <sup>2</sup> System*	Charter System	Status Quo
<ul style="list-style-type: none"> <li>State Board of Education</li> <li>Local Board of Education</li> </ul> <p><i>*Required by statute that the Governor's Office of Student Achievement participate in the IE<sup>2</sup> performance target setting and monitoring process</i></p>	<ul style="list-style-type: none"> <li>State Board of Education</li> <li>Local Board of Education</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

# Option Considerations: Length of Contract\*

IE <sup>2</sup> System	Charter System	Status Quo
<ul style="list-style-type: none"><li>• Initial term of contract is for 5 years</li><li>• Contract may be renewed if contract performance goals are met for at least three years</li></ul>	<ul style="list-style-type: none"><li>• Initial term of contract is for 5 years</li><li>• Contract status is reviewed annually, based on student performance</li><li>• Subsequent contract term may range from 5 to 10 years if the charter contract goals are met</li></ul>	<ul style="list-style-type: none"><li>• N/A</li></ul>

# Option Considerations: Flexibility\*

IE <sup>2</sup> System	Charter System	Status Quo
<ul style="list-style-type: none"><li>School System seeks waivers – <b>must include at least one</b> of the following: class size; expenditure control; certification; salary schedule</li></ul>	<ul style="list-style-type: none"><li>School System must provide examples of how <b>broad flexibility</b> permitted by the Charter Schools Act will be utilized to improve student achievement</li></ul>	<ul style="list-style-type: none"><li>Waivers to be granted only in the case of a <b>natural disaster</b></li><li>Statewide waivers expire June 30, 2015</li></ul>

# Option Considerations: Unique Features\*

IE <sup>2</sup> System	Charter System	Status Quo
<ul style="list-style-type: none"> <li>• Flexibility <b>proportionate</b> to student performance goals</li> <li>• School System Strategic Plan is required</li> <li>• School System must conduct a public hearing to share Strategic Plan</li> <li>• Approved by the Local School Board at a public meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Emphasis on <b>parent/ community involvement</b> and <b>school level governance</b></li> <li>• Approved by the Local School Board at a public meeting</li> </ul>	<ul style="list-style-type: none"> <li>• School System must conduct a <b>public hearing</b> to provide notice of the system's intent to select Status Quo</li> <li>• Local board of education must <b>sign a statement</b> that the school system has selected Status Quo</li> </ul>

# Option Considerations: Fiscal Impact\*

IE <sup>2</sup> System	Charter System	Status Quo
<ul style="list-style-type: none"><li>• Possible savings through flexibility</li><li>• Regular QBE funding with more local school system expenditure controls</li></ul>	<ul style="list-style-type: none"><li>• Possible savings through flexibility</li><li>• Regular QBE funding with more local school system expenditure controls</li><li>• Possible <b>\$87 per pupil</b> in <b>supplemental funding</b> through QBE</li></ul>	<ul style="list-style-type: none"><li>• No savings through flexibility</li></ul>

# Option Considerations: Governance\*

IE <sup>2</sup> System	Charter System	Status Quo
<ul style="list-style-type: none"><li>School System <b>may</b> maximize school-level governance by granting local schools authority to determine how to reach goals – but no change is required</li></ul>	<ul style="list-style-type: none"><li>School System <b>must provide each school with substantial autonomy and maximize school-level governance</b> and decision making over budgets, programs, personnel, and innovation</li></ul>	<ul style="list-style-type: none"><li><b>No change</b> in school-level governance</li></ul>

# Option Considerations: Performance Evaluation\*

IE <sup>2</sup> System	Charter System	Status Quo
<ul style="list-style-type: none"><li>• Student performance goals must meet contract goals and exceed state averages and previous system performance</li><li>• Student performance must meet all federal and state accountability measures</li></ul>	<ul style="list-style-type: none"><li>• Student performance goals must meet contract goals and exceed state averages and previous system performance</li><li>• Student performance must meet all federal and state accountability measures</li></ul>	<ul style="list-style-type: none"><li>• Student performance must meet all federal and state accountability measures</li></ul>



# Option Considerations: Consequences\*

IE <sup>2</sup> System	Charter System	Status Quo
<ul style="list-style-type: none"> <li>• Loss of governance of non-performing schools:</li> <li>(1) Conversion to charter school</li> <li>(2) Operation by another school system, or</li> <li>(3) Operation by private or non-profit entity</li> </ul>	<ul style="list-style-type: none"> <li>• Charter status revoked and school system reverts to Status Quo</li> <li>• Possible fiscal impact when converting from Charter System to Status Quo due to loss of flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

# Flexibility Options: DCSD Timeline

Year	Month	Deadline	Action
2013	November	November 4	DCSD Board presented with the proposed school system flexibility timeline.
	December	December 4	Flexibility Advisory Committee (FAC) members selected to review the flexibility options for the District.
		December 13	First FAC meeting. Committee is given charge to review elements associated with the best flexibility option for the district, including, but not limited to, waivers from Title 20, fiscal impact, governance implications, accountability and performance evaluations, and consequences.

- **The Flexibility Advisory Committee (FAC) is comprised of employees, Board members, and community and parent representatives.**
- **The FAC began meeting on December 13.**

# **The Flexibility Advisory Committee Purpose & Charge**

**The purpose and charge of the Flexibility Advisory Committee (FAC) will be to:**

- review the elements associated with the state's recommended flexibility options, including, but not limited to, waivers from Title 20, fiscal impact, governance implications, accountability and performance evaluations, and consequences;**
- build the knowledge base to develop an Executive Summary for the Superintendent detailing these options and their impact on DCSD;**
- monitor the district's drafting of all final documents associated with the Superintendent's recommendation.**

# Flexibility Options: DCSD Timeline

Year	Month	Deadline	Action
2014	January	N/A	FAC meetings continue.
	February	February 5	FAC begins to finalize its review of the flexibility options. The review will be drafted into an Executive Summary and align with the Strategic Planning Process and incorporate the district's Strategic Goals in the decision-making process.
		February 28	FAC Executive Summary completed.
	March	March 1	Deadline for FAC to provide findings and Executive Summary to the Superintendent regarding flexibility options.
	April	April 14	Deadline for Superintendent to present findings and recommendations to the Board regarding flexibility options.
		April 16	Drafting of the District's petition (charter) or IE2 documentation if either option selected.
	May	May 1	Deadline for District to submit Letter of Intent to the Department of Education (charter or IE2). Board resolution for IE2.

- **The FAC will provide its Executive Summary to the Superintendent by February 28**
- **After the district submits its Letter of Intent, Divisions will be assigned to assist in the drafting of petition/contract documents; however, reviews will be conducted by the FAC to ensure that the draft is meeting all GA DOE requirements and is aligned with the flexibility vision of the district.**

# Flexibility Options: DCSD Timeline

Year	Month	Deadline	Action
2014	May	N/A	Drafting of petition continues (charter).
	June	N/A	Drafting of petition continues (charter).
	July	TBD	Initial meeting with GA DOE for IE2.
		TBD	Required public hearing for status quo. Sign required GA DOE form.
		N/A	Drafting of petition continues (charter).
	August	August 7	Submission of proposed petition to the Board and adoption by the Board through resolution (charter).
		TBD	First required public hearing for petition (charter).
		TBD	Required public hearing for IE2.
	September	TBD	Second required public hearing for petition (charter).
		TBD	Begin negotiations with the GA DOE regarding IE2 contract.
	October	October 31	Deadline for submitting petition (charter) to GA DOE.

- It is important to note that after May 1, 2014, depending upon the selected flexibility option (Charter, IE<sup>2</sup> or Status Quo), timelines and due dates differ. The colors have been used for this calendar window to assist in differentiating the flexibility options.

# Flexibility Options: GA DOE and State Board Timeline

Year	Month	Deadline	Action
2014	November	N/A	N/A
	December	N/A	N/A
2015	January	N/A	N/A
	February	N/A	N/A
	March	N/A	N/A
	April	TBD	Deadline for State Board approval of flexibility contract
	May	N/A	N/A
	June	June 30	Deadline for DCSD to notify State if selecting status quo

- After the November 1, 2014, submission date, the remainder of the actions are assigned to the GA DOE and State Board of Education (except for the status quo option).

# Flexibility Options: Community Input

The District is seeking your input to assist in this process, particularly in three broad topic areas:

- What priorities are considered to be crucial to continuing to improve the district and its schools?
- How can the governance of the district and its schools improve?
- What is currently working in the district and at local schools for highlighting and replication district-wide?