

## **Exhibit B – Flexibility Component of Contract**

### **For the Columbia County School District**

Under O.C.G.A. § 20-2-80 and SBOE Rule 160-5-1-.33, the Columbia County 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 SWSS/IE2 Partnership Contract) over the life of a five-year contract which allows for six years of flexibility between the Columbia County School District Board of Education and the Georgia State Board of Education, except as prohibited in O.C.G.A. § 20-2-82(e).

#### **Academic Flexibility**

- Flexibility with regards to competencies and core curriculum, online learning (O.C.G.A. § 20-2-140.1 and O.C.G.A § 20-2-142). *Currently, students must have 150 seat hours to earn a Carnegie Unit credit. CCBOE would like to waive that requirement enabling the district to award credit once standards have been mastered at any time during the semester/year.*
- Flexibility with regards to educational programs (O.C.G.A. § 20-2-153, O.C.G.A § 20-2-154, O.C.G.A. § 20-2-154.1, O.C.G.A. § 20-2-155, O.C.G.A. § 20-2-156). *An example of how CCBOE could use this waiver would involve flexibility in staffing, class size, and program delivery/time requirements and models. The goals would be to ensure that services are equitably provided and to allow the district an opportunity to provide support to individual students based upon need. We are bound by State Board Rule as to the number of segments students can be served based upon grade level. We would prefer to serve students based upon their language proficiency level. This would enable the district to serve those students with Level 1 or Level 2 Language Proficiency via additional segments. Also, e.g. The Early Intervention Program Rule currently requires services be offered to the lowest performing 3% of students in each school. CCBOE would like to serve the lowest performing 3% across the system making services to more equitable. All schools will offer services; however, those schools with students needing the most assistance will be provided additional staff.*
- Flexibility with regards to program enrollment and appropriation except to the extent it relates to funding (O.C.G.A § 20-2-160, O.C.G.A § 20-2-165, O.C.G.A § 20-2-168(c)). *Our district believes that scheduling for instruction should be based on the needs of the students and that students should be able to move on when ready. Currently, SBOE Rule requires students in grades 9-12 to be scheduled for five periods when they may have already completed requirements and need less than five to graduate.*
- Flexibility with regards to promotion and retention requirements ( O.C.G.A. § 20-2-282, O.C.G.A § 20-2-283, O.C.G.A. § 20-2-284, O.C.G.A § 20-2-285). *Our district could implement development of instructional plans for students who did not meet the standards in grades 3, 5, and 8 as soon as the initial assessment results are received. CCBOE would like flexibility to align promotion and retention to our Response to Intervention and Data Team processes in place at each school in Columbia County. This includes providing students the time and the resources necessary to achieve academic success, and base promotion and retention decisions on a totality of information rather than on one standardized test score.*

- Flexibility with regards to instructional extension (O.C.G.A. § 20-2-184.1)
- Flexibility with regards to organization of schools; middle school program; schedule (O.C.G.A. § 20-2-290). *We would like the flexibility from the required five hours of instructional time. Our middle schools could offer a focused advisement time for all students during the day instead of outside of academic time.*
- Flexibility of 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). *We would like the flexibility to waive the 150 seat hours to earn Carnegie Unit Credit. We would prefer to award credit once the standards are mastered regardless of seat time so that students could move on when ready.*
- Flexibility with regards to the education program for gifted students (SBOE Rule 160-4-2-.38). *An example of how we could use the waiver would include flexibility in the requirements related to staffing, class size and program delivery/time requirements and models to offer a variety of delivery models including advanced content at the elementary level.*
- Flexibility with regards to the school day and school year for students and employees (O.C.G.A. § 20-2-151, O.C.G.A. § 20-2-160(a), and O.C.G.A. § 20-2-168(c)). *Our district would like to waive the allotted requirements of instruction time at each level to allow schools to focus time on areas that are a priority for improving student achievement. Specific instructional time allotments, such as grades 6-12 must have five and a half hours or 330 minutes, prohibits schools to think differently about scheduling for instruction. Time needs to be spent in the areas that are a priority for improving student achievement and students who meet standards should not have to serve time.*
- Flexibility with regards to school year (O.C.G.A. § 20-2-168(c)). *Columbia County would like flexibility in the structure of providing 180 school days for students. We could provide different schedules for specific educational programs.*
- Flexibility with regards to class size/staffing (O.C.G.A. § 20-2-182). *We would like to waive the requirements related to class size, staffing allotments, caseload, and utilization to increase learning opportunities for all students. CCBOE recognizes class size is a variable in student achievement, just as stability with a classroom teacher and/or the ability to offer a variety of classes to meet the needs of our students. A Kindergarten class with 22 students and a paraprofessional has one additional student enroll in November. Rather than splitting the Kindergarten class that is established, CCBOE would rather have the flexibility to add that one additional child and maintain stability for the students. Another example would be offering advanced studies at the high school level. Current rule requires a class size maximum of 21 to be counted as Gifted Education. That same class could be accessed by other students if the class size could be raised. This provides even more learning opportunities for our students.*
- O.C.G.A § 20-2-187(b) (Instruction in social graces and etiquette may be waived)
- Flexibility with regards to comprehensive health and physical education program except as prohibited by O.C.G.A. § 20-2-82(e) (SBOE Rule 160-4-2-.12)

- Flexibility with regards to the statewide passing score (SBOE Rule 160-4-2-.13(2)(a) and (2)(c))

### **Financial Flexibility**

- Flexibility with regard to QBE financing except to the extent it relates to funding (O.C.G.A. § 20-2-161). *Columbia County would like to maintain the district's earnings while providing flexibility in its application for services as provided through IE2.*
- Flexibility with regards to direct classroom expenditure controls (O.C.G.A. § 20-2-171). *We meet the expenditure control test each year; however, we would like flexibility to spend those dollars where it supports the system strategic plan rather than in required categories.*
- Flexibility with regards to 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, O.C.G.A. § 20-2-184, O.C.G.A. § 20-2-185, and O.C.G.A. § 20-2-186). *Our district would like the flexibility to develop a system budget based on the system strategic plan and the needs of our students rather than basing the system budget on current categorical allotments.*

### **Human Resources Flexibility**

- Flexibility with regards to 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, and O.C.G.A. § 20-2-206). *Our district seeks flexibility from state certification requirements for certificated staff to allow for the selection of qualified applicants based on content expertise and knowledge.*
- Flexibility with regards to salary schedule requirements (O.C.G.A. § 20-2-212). *An example of how we could use this waiver would be flexibility from the required use of the current state salary schedule to provide for flexible compensation based on teacher skills and system needs.*
- Flexibility with regards to personnel required (SBOE Rule 160-5-1-.22). *As system needs change, we would like the flexibility to utilize personnel more efficiently as aligned with our strategic plan.*

### **Facilities Flexibility**

- Flexibility with regards to Common Minimum Facility Requirements (O.C.G.A § 20-2-260) to the extent that square footage requirements are not waived in situations where the health and safety of students is jeopardized and only after consultation with Georgia Department of Education Director of Facilities Services, and to the extent that the waiver does not affect state capital outlay funding determinations. *An example of this waiver would be not having to add-on to a currently facility to areas such as the media center, lunchroom, etc. when we add classrooms to a current facility. Recently, we added ten classrooms to an elementary school and had to add 800 square feet to the media center which was expensive and really didn't create helpful space.*