INNOVATION ZONE/FLEXIBILITY APPLICATION

BOAZ CITY SCHOOLS

Date Received: March 21, 2014

Synopsis: Request flexibility regarding physical education daily time requirement. Requests flexible scheduling for physical education for Boaz Middle School allowing 170 minutes of physical education instruction over four days rather than the current 30 minutes per day for five days.

Statute Affected: 2009 Alabama Course of Study: Physical Education, page 34

Status: Waiver granted by Dr. Thomas R. Bice, State Superintendent, for flexibility regarding physical education daily time requirement, effective May 19, 2014.
March 12, 2014

Dr. Bice:

This letter is to inform you that Boaz Middle School, which is part of the Boaz City School System, intends to pursue an innovation/flexibility contract with the Alabama State Department of Education. Boaz Middle School is seeking a waiver of ALSDE policy regarding physical education time requirements.

Sincerely,

Mark Isley, Ed.D.
Superintendent
RESOLUTION

The Boaz City Board of Education is in support of Boaz Middle School pursuing an Innovation/Flexibility contract with the Alabama State Department of Education regarding a waiver for the daily time requirement for physical education. Implementation will take place in the fall of 2014 for the 2014 – 2015 school year.

Dr. Mark Isley, Superintendent

March 20, 2014

Dr. Roger Adams, President of the Board

March 20, 2014
Dr. Tommy Bice  
Superintendent of Education  
State of Alabama  
50 North Ripley Street  
P.O. Box 302101  
Montgomery, Alabama 36104

March 12, 2014

Dr. Bice:

This is to serve as a letter of assurance and commitment of the Boaz City School Board of Education in support of Boaz Middle Schools Innovation Zone/Flexibility Application. Boaz City Schools is committed to teaching state standards and giving state approved assessments. BCSS is also committed to achieving high standards of academic rigor.

The Boaz City School System does not foresee any change in leadership at Boaz Middle School or Boaz City Schools.

Sincerely,

Mark Isley, Ed.D  
Superintendent
Alabama State Department of Education

Innovation Zone/Flexibility Application

ALABAMA STATE BOARD OF EDUCATION

PLAN 2020

THE VISION
Every Child A Graduate –
Every Child Prepared for
College/Work/Adulthood
in the 21st Century

LEARNERS
SCHOOLS/SYSTEMS
PROFESSIONALS
SUPPORT SYSTEMS
Alabama State Department of Education
Innovation Zone/Flexibility Application

Submission and Approval Process

1. The LEA submits to the Alabama State Department of Education (ALSDE) a letter of intent to pursue an innovation/flexibility contract.

2. The LEA submits to the ALSDE a local board-adopted resolution supporting the intent to pursue an innovation/flexibility contract.

3. The LEA submits to the ALSDE an assurance that the local board will provide consistency in leadership and commitment to state standards, assessment, and academic rigor.

4. The local superintendent of education submits to the ALSDE the LEA’s board-adopted resolution of support for the innovation/flexibility proposal and an anticipated timeline.

5. The LEA provides evidence of opportunity for full discussion and public input to include a public hearing.

6. The LEA ensures that the innovation/flexibility proposal is posted on its local Web site to allow accessibility to the general public.

7. The LEA formally submits the innovation/flexibility proposal to the State Superintendent of Education (begins a 60-day timeline).
   a. The State Superintendent of Education reviews and forwards the innovation/flexibility proposal to the Deputy State Superintendent of Teaching and Learning.
   b. The Deputy State Superintendent of Teaching and Learning submits the proposal to the ALSDE Department Leadership Team for review.
   c. The Department Leadership Team makes a recommendation to State Superintendent of Education.

8. The State Superintendent of Education makes a formal submission of the innovation/flexibility proposal to the Alabama State Board of Education.
Alabama State Department of Education
Innovation Zone/Flexibility Application

Criteria for Approval

1. The application is complete and includes all attachments of assurance, evidence, input, and board support as described in the Submission Process.
2. Rules, policies, and procedures to be waived have been thoroughly reviewed by appropriate ALSDE sections including the Office of General Counsel.
3. The innovation/flexibility proposal reflects the vision and goals of Alabama PLAN 2020.
4. The application has been checked to ensure that data that is collected or disseminated does not violate the privacy rights of any student or employee.
Alabama State Department of Education
Innovation Zone/Flexibility Application

Please fill out all appropriate boxes and respond to all questions. The application/plan must be in 12 pt. font and is limited to 20 pages.

Section 1- Applicant Information

School System: Boaz City Schools
Contact Name & Title: Allen Johnson – Principal, Boaz Middle School
Telephone Number: 256-593-0799
E-Mail Address: ajohnson@boazk12.org

Number of Schools Involved: _1_
Number of Students Served/Affected by Plan: 455
Number of Teachers Involved/Affected by Plan: 24
Number of Service Personnel Involved/Affected by Plan: 0

Please place a check beside the appropriate entity(ies) applying for Innovation Zone designation:
___ School
___ Department or Subdivision of School
___ Coalition of Schools (fill out multiple listings below)
___ Feeder System of Schools
___ District

Please complete the chart below for the District's leadership team that will support plan (add rows as needed):

<table>
<thead>
<tr>
<th>Name of Team Member</th>
<th>Title</th>
<th>Signature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Mark Isley</td>
<td>Superintendent</td>
<td></td>
</tr>
<tr>
<td>Dr. Randall Haney</td>
<td>Assistant Superintendent</td>
<td></td>
</tr>
<tr>
<td>Mrs. Connie Rigsby</td>
<td>Director of Special Education</td>
<td></td>
</tr>
<tr>
<td>Mrs. Margret Mastin</td>
<td>Director of Federal Programs</td>
<td></td>
</tr>
</tbody>
</table>

Please complete the chart below for each school that will be involved/affected by the plan (insert additional rows as needed):

<table>
<thead>
<tr>
<th>School Name</th>
<th>Name of Team Member</th>
<th>Title</th>
<th>Signature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boaz Middle School</td>
<td>Allen Johnson</td>
<td>Principal</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Dianne Holliday</td>
<td>Assistant Principal</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Jenny Franks</td>
<td>Instructional Specialist</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Amy Langley</td>
<td>Guidance Counselor</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Amelia Chaffin</td>
<td>Teacher</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Nick Dixon</td>
<td>Teacher</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Sherry Jones</td>
<td>Teacher</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Amy Machen</td>
<td>Teacher</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Joe Milner</td>
<td>Teacher</td>
<td></td>
</tr>
<tr>
<td>Boaz Middle School</td>
<td>Lisa Willoughby</td>
<td>Teacher</td>
<td></td>
</tr>
</tbody>
</table>
Section 2- Abstract and Waiver Requests

Provide a project summary that briefly describes the project’s vision, goals, activities, and key features for student success that will be addressed. Please include how the proposal reflects Alabama’s PLAN 2020. Please limit the length of the abstract to the text box found on this page only.

Boaz Middle School has a vision of creating a structured time within the school day where teachers can grow professionally and work collaboratively in order to increase student achievement.

The plan includes a flexible schedule that will provide a shared collaborative time where teacher leadership teams can analyze real and perceptional data. This data will provide evidence of College Career Ready Standards and best practices being implemented with fidelity in order to attain greater student achievement. By teachers having critical conversations about the daily instructional practices that promote student learning, by sharing best practices, developing cross-curricular learning experiences, and receiving instructional feedback from peers, students are prepared for higher education and the workforce. As stated in Alabama Plan 2020, when professionals are unified, prepared, and supported, the goal of increasing student achievement occurs.

The implementation of this plan requires flexibility in scheduling physical education classes. Currently the time requirement for daily physical education instruction is 30 minutes a day, five days a week totaling 150 minutes of weekly instruction. Under the proposed plan, Boaz Middle School students will actually exceed the minutes of weekly physical education instruction outlined in the 2009 Alabama Physical Education Course of Study by receiving 170 minutes of physical education instructions four days a week.
Waiver Requests

Indicate the specific type(s) of policy or code that prohibit or constrain the project that you wish to request a waiver from:

_X_ Specific waiver requested of ALSDE policy
__ Specific waiver requested of Alabama Administrative Code (AAC) statute

<table>
<thead>
<tr>
<th>ALSDE Policy Waiver Request (Specify memo, etc., outlining policy)</th>
<th>Alabama Administrative Code (AAC) Statute Waiver Request (Specify AAC Rule No., etc.)</th>
<th>Impact of the Waiver (What will the waiver enable the school to do differently, etc.?)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Education Daily Time Requirement Page 34, 2009 Physical Education Course of Study</td>
<td></td>
<td>Flexible scheduling for physical education will allow time for professional learning to occur in order to increase student achievement.</td>
</tr>
</tbody>
</table>

Requirements That Cannot Be Waived

- Those imposed by federal law
- Those related to the health and safety of students or employees
- Those imposed by ethics laws
- Those imposed by open records or open meetings laws
- Those related to financial or academic reporting or transparency
- Those designed to protect the civil rights of students or employees
- Those related to the state retirement system or state health insurance plan

Not Allowable for Waiver

- May not compensate an employee at an annual amount that is less than the amount the employee would otherwise be afforded through the State Minimum Salary Schedule
- May not involuntarily remove any rights or privileges acquired by any employee under the Students First Act of 2011, Title 16, Chapter 24C, Code of Alabama 1975
- May not deny any right or privilege granted to a new employee pursuant to the Students First Act of 2011
- May not authorize the formation of a charter school
Section 3 - Vision and Needs Assessment

Creative Vision for the Project

<table>
<thead>
<tr>
<th>1. What is the purpose and expected outcome of this project (include expected outcomes for students)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>The purpose and goal is to provide flexibility in scheduling to create shared collaborative time where teacher leadership teams can analyze real and perceptual data. This data will provide evidence of CCRS standards and best practices being implemented with fidelity in order to attain greater student achievement.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2. Explain how the school’s or school district’s current data influenced the need for the project described in Question 1 above?</th>
</tr>
</thead>
<tbody>
<tr>
<td>While Boaz Middle School students have maintained a high level of academic achievement, student growth has been somewhat stagnant (ARMT+, progress monitoring data). The goal is by giving the opportunity for teacher leadership teams to collaborate on a weekly basis, student growth will increase.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3. How is this project linked to Alabama’s PLAN 2020? How is this project linked to the school’s or district’s strategic plan?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexibility in scheduling will allow for time for professionals (one of the four priorities of Plan 2020) to become unified, prepared, and supported. This will allow these teachers to have critical conversations about the daily instructional practices that promote student learning by sharing best practices, developing cross-curricular learning experiences, and receiving instructional feedback from peers.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4. How is the school’s or district’s project connected to best practice and current research in reference to raising student achievement and preparing students to be college- and career-ready?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexibility in scheduling will allow teachers to collaborate with a focus on student learning in a number of different ways:</td>
</tr>
<tr>
<td>- Design lessons/performance tasks that help students develop critical thinking skills that prepare them for higher education or the workforce.</td>
</tr>
<tr>
<td>- Teacher Study Groups</td>
</tr>
<tr>
<td>- Grade Level Teams</td>
</tr>
<tr>
<td>- PST Teams</td>
</tr>
<tr>
<td>- Content Teams</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5. How will this project be supported and monitored for implementation by the district?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementation will be monitored through the following ways:</td>
</tr>
<tr>
<td>- Monitoring student data</td>
</tr>
<tr>
<td>- Instructional rounds</td>
</tr>
<tr>
<td>- Reflective dialogue</td>
</tr>
</tbody>
</table>
# Section 4 - Goals, Objectives, Evaluation, Timeline

**GOALS:** To provide flexible in scheduling in order to create shared collaborative time where teacher leadership teams can analyze real and perceptional data. In turn, this data will provide evidence of College and Career Ready Standards and best practices being implemented with fidelity in order to increase student achievement.

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Activities</th>
<th>Personnel</th>
<th>Timeline</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify the measurable objectives that will be used to determine success in achieving these goals (Must be specific, measurable, attainable, relevant, and timely goals (SMART))</td>
<td>Exceeding the state requirement of time for weekly physical education will allow longer amounts of time for physical fitness testing, use of physical fitness lab, and implementation of the SPARK curriculum.</td>
<td>Physical Education Teachers</td>
<td>08/14/14</td>
<td>0</td>
</tr>
<tr>
<td>Students will maintain current levels of physical fitness on the physical fitness test during the 2014-2015 school year.</td>
<td>Flexible scheduling will allow for longer &quot;blocks&quot; of time, which will help in implementing all aspects of the intervention program with fidelity and allow progress monitoring to be administered in one day instead of over multiple days.</td>
<td>Faculty/School Leadership</td>
<td>08/14/14</td>
<td>0</td>
</tr>
<tr>
<td>Academic Tier III students will show academic growth during the 2014-15 school year.</td>
<td>Flexible scheduling will give time for teachers to participate in teacher study groups, grade level teams, content area teams, and PST teams. It will also allow time for teachers to collaborate in a variety of ways with a focus on student learning.</td>
<td>Faculty/School Leadership</td>
<td>08/14/14</td>
<td>0</td>
</tr>
<tr>
<td>The number of students scoring &quot;exceeds proficient&quot; will increase during the 2014-15 school year.</td>
<td>Flexible scheduling will allow time for PST Behavior to be implemented with fidelity.</td>
<td>Faculty/School Leadership</td>
<td>08/14/14</td>
<td>0</td>
</tr>
<tr>
<td>Decrease the number of students referred to the Behavior PST Committee during the 2014-15 school year.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Note
- The budget requirements and funding source (include formulas used to derive totals in budget sections, e.g., 3 subs @ $143/day = total)
## Section 5 - Project Evaluation and Sustainability

### 1. How will you evaluate and report the impact this innovation project has on increasing student success and/or other stated goals and objectives?

Implementation will be monitored through instructional rounds, number of students referred to Behavior PST Committee, and student mastery of standards. Evidence used in reporting the impact this project has may include the following: data from Global Scholar Assessments, Graduation Tracking System data, ASPIRE data, etc…

### 2. How will this innovation project be sustained?

After monitoring throughout the 2014 - 2015 school year and analyzing student data, this project will be sustained by continuing to implement the flexible schedule.
Appendix

Record of Commitment

Use this form to report staff, parent, and public commitment regarding the innovation application and plan. Use a separate form for each school.

School: Boaz Middle School
School District: Boaz City Schools

Notice of Meeting(s) (Date provided to faculty, parents, community, etc.): Leadership Team 1/22/14
*Meeting Date(s): Faculty 1/27/14, Parents 2/24/14 & 2/25/14

Parent Representatives:
Name: Larry Durall
Name: Alison Whaley
Name: Vicki Johnson

Signature: [Signature]
Signature: [Signature]
Signature: [Signature]

We certify that this application(plan is supported by the school's PTA/PTO.

Continuous Improvement Leadership Team Representatives:
Name: Sherry Jones
Name: Joe Milner
Name: Lisa Willoughby

Signature: [Signature]
Signature: [Signature]
Signature: [Signature]

Record of Public Discussion and Input

District and School Representatives:
Name: Dr. Mark Isley
Name: Allen Johnson
Name: Dianne Holliday

Signature: [Signature]
Signature: [Signature]
Signature: [Signature]

We certify that multiple opportunities were provided for public discussion and input of this plan.

*Record of sign-in sheets and input from various groups and meetings should be kept at the district level.
Local Education Agency Report of Support or Concerns

Use this form to report the school or district and superintendent support or concerns, or both, about the innovation to the principal and faculty. Use a separate form for each school.

School: Boaz Middle School
School District: Boaz City Schools
Date of School/Department/Subdivision Receipt of Application:
Date of Regularly Scheduled Board of Education Meeting:

Local School Board of Education Members:
Name of President: Dr. Roger Adams
Name Vice President: Rick Thompson
Name of Member: Fran Milwee
Name of Member: Toney King
Name of Member: Tim Whitt

Support:


Concerns:


(Report of the Local Education Agency must be forwarded to school/school district for submission to Alabama State Board of Education with the application/plan).

Community Partner Support
Use this form to document community organization/agency support and partnership for the innovation plan/project. Use a separate form for each community partner.

School/Schools: Boaz Middle School

School District: Boaz City Schools

Date(s) of School/School District/Community Partner Dialogues: N/A

Name of Community Organization/Agency: N/A

Contact Person: N/A

Contact Person E-mail Address: N/A

Contact Person Telephone Number: N/A

Contact Person Address: N/A

Explain the community organization's/agency's commitment to the Plan/Project:
Due to the nature of this project, there is no need for community organization/agency support.

List the resources and contributions (not monetary) that the organization/agency is making to this Plan/Project:
N/A

Agency Representative (Name):

Title

Signature:
Innovation Zone Requirements

1. Completed applications for Innovation Zone designation must be typed in 12-point font and received by March 31, 2014.

2. Please ensure that the following information included in this application is provided:
   - Record of Commitment
   - Record of Public Discussion and Input
   - Local Education Agency Report of Support or Concerns
   - Community Partner Support

3. Your application/plan should be submitted in a PDF document via e-mail to beydavis@alsde.edu by 4 p.m. on March 31, 2014.

4. A semiannual progress report should be submitted to the Alabama State Department of Education.

For an August 2014 start date, completed application must be RECEIVED via e-mail by the State Superintendent of Education by 4 p.m. on March 31, 2014, via the following e-mail address: beydavis@alsde.edu