September 3, 2015

Mr. Carl Edward Tyler, Jr., Superintendent
Eufaula City Schools
333 State Docks Road
Eufaula, AL 36027-3317

Dear Mr. Tyler:

Upon review of the Eufaula City Schools Innovation/Flexibility Zone application, I am happy to approve your request to provide flexibility to be innovative in educating each student based upon individual need, while promoting rigorous and relevant learning environments for all students. Your plan for providing virtual learning options for students in the earliest grades to gain the skills and knowledge needed to be college- and career-ready graduates is very innovative.

Your continued commitment to innovation in education provides exceptional opportunities to meet the individual and collective needs of your students, preparing each for college and/or career in the 21st century. Attached are approval reminders for implementing the requests made in Eufaula City Schools Innovation/Flexibility Zone application.

Please remain in communication with Mrs. Karen Porter, kporter@alsde.edu, to share your successes, challenges, and lessons learned that will be valuable in providing helpful guidance to other local education agencies as they seek to develop innovative plans and in moving our state forward.

Sincerely,

[Signature]

Thomas R. Bice
State Superintendent of Education

TRB:KWP:DK
Attachment
cc: Mrs. Sherrill W. Parris
    Mr. Andy Craig
    Dr. Philip Cleveland
    Dr. Melinda Maddox
    Dr. Jeff Langham
    Mrs. Karen Porter
Advisements and Reminders for Approval of the Eufaula City Schools 2015 Innovation Plan

1. Concerning Eufaula City’s request to allow K-2 students the flexibility to learn at home through a partnership with an educational software provider, you are reminded that the Alabama State Department of Education (ALSDE) strongly recommends the following:

   a. All academic content must follow the Alabama Courses of Study.
   b. The online educator must hold valid professional educator certification in Alabama or in another state (as stated in your application).
   c. Eufaula City Schools must include in any contract with a vendor that the online educators/employees with unsupervised access to students (virtually or in-person) are required to complete a criminal history background check through the ALSDE, pursuant to the Alabama Child Protection Act of 1999.
   d. Online educators/employees who do not hold valid Alabama certification will be considered contract employees subject to the provisions of the Alabama Child Protection Act of 1999. With this designation, these employees need to complete a criminal history background check through the ALSDE as a “classified” employee. After criminal history background results are submitted to the ALSDE by the Alabama State Bureau of Investigation (ASBI) and the Federal Bureau of Investigation (FBI), one of the following types of correspondence will be sent from the ALSDE to both the online educator/employee and the local education agency (LEA) superintendent of record:

      1) A letter confirming the absence of any criminal convictions and/or pending charges as reported by ASBI and FBI.
      2) A letter confirming any known criminal convictions or pending charges as reported by ASBI and FBI.
      3) A closing letter confirming that an ASBI/FBI criminal history background check could not be completed due to the applicant’s failure to provide required documents to the ALSDE. **This individual is prohibited from working as an online educator/employee with unsupervised access to students (virtually or in-person) until he or she has complied with all requests from the ALSDE for information and a full review of the individual’s criminal history has been completed by the ALSDE.**

   A corresponding message will be posted to the ALSDE’s Certification Portal, which is located on the ALSDE Web site and available to both authorized users and members of the public, upon the completion of the review and in all cases mentioned above.

   e. Online educators/employees who do not hold valid professional educator certification in Alabama or in another state and provide services for multiple LEAs must provide to the superintendent of each LEA a copy of their letter of suitability or letter reporting convictions and/or pending charges from the ALSDE. The LEA superintendents who receive a copy of the letter of suitability or letter reporting convictions and/or pending charges from the online educator/employee are strongly advised to verify its content by contacting the Educator Certification Section of the Office of Teaching and Leading.

2. Please be aware that it is the affirmative responsibility of Eufaula City Schools to determine the online educator’s/employee’s eligibility for employment.
INNOVATION ZONE

Alabama State Department of Education
Dr. Thomas R. Bice, State Superintendent of Education
INNOVATION ZONE/FLEXIBILITY APPLICATION
Pursuant to the Alabama Accountability Act 2013-64, to be considered as an innovative school system, a local school system shall successfully comply with the requirements and procedures set forth by the State Department of Education regarding school flexibility contracts.

Innovative School System Components

Flexibility Contract: “A flexibility contract between the local school system and the State Board of Education wherein a local school system may apply for programmatic flexibility or budgetary flexibility, or both, from state laws, regulations, and policies, including regulations and policies promulgated by the State Board of Education and the State Department of Education.”

Innovation Plan: “The request of a local school system for flexibility and plan for annual accountability measures and five-year targets for all participating schools within the school system.”

The Flexibility Contract and the Innovation Plan - The Flexibility Contract sets forth the local school system’s request for relief from specific mandates in state law, regulations, and policies. In exchange for the requested flexibility, the local school system proposes an Innovation Plan to meet annual accountability benchmarks and its five-year targets.

Flexibility Contract and Innovation Plan Requirements

Contract Requirements:
The proposed Innovative School System shall:
1. Submit to the Alabama State Department of Education (ALSDE) a letter of intent to pursue a flexibility contract.
2. Submit to the ALSDE a Resolution adopted by the local board supporting the intent to pursue a Flexibility Contract, the proposal, and the anticipated timeline of the local school system.
   (The submitted resolution indicates that an opportunity for full discussion and public input, including a public hearing, was provided before submitting a Flexibility Contract proposal to the ALSDE.)
3. Submit to the ALSDE a document of assurance stating the local board shall provide consistency in leadership and a commitment to the state standards, assessments, and academic rigor.
Innovation Plan Requirements:
The proposed Innovative School System shall:
1. Submit to the ALSDE the school year that the local school system expects the Flexibility Contract to begin.
2. Submit to the ALSDE the list of state laws, regulations, and policies that the local school system is seeking to waive in its Flexibility Contract.
3. Submit a list of schools included in the innovation plan of the local school system.
4. Submit to the ALSDE the final Innovation Plan, as recommended by the local superintendent of education and approved by the local board of education.

Upon receipt of the Innovation Plan/Flexibility Contract by the ALSDE, a letter of confirmation of receipt will be sent to the local superintendent and the process for review will begin. Within 60 days, the innovation plan will be placed on an Alabama State Board of Education work session and regular meeting agenda for discussion and final determination. The school system will receive written notification of approval or non-approval. Should the innovation/flexibility plan be denied, an outline of procedures and necessary steps to amend and resubmit will be communicated to the local superintendent.

Innovation Plan Assurances

The following are 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
- Those that would 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
- Those that would 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
- Those that would deny any right or privilege granted to a new employee pursuant to the Students First Act of 2011
- Those that would authorize the formation of a charter school

Certifying Signatures of the Local Superintendent and Local Board President

To be considered as an Innovative School System, we certify that we comply with the requirements of Act 2013-64 and procedures set forth by the Alabama State Department of Education regarding Flexibility Contract requirements and Innovation Plan requirements.

Please sign below:

[Signatures]

Mr. Carl E. Tyler, Jr., Superintendent (8/18/15)
Mr. Richard W. Wingate, Board President (8/18/15)
Section 1 - Applicant Information

Indicate the intended school year for implementing the Innovation/Flexibility Plan: _______

Please complete the following information:
School System Applying: Eufaula City Schools
School System Superintendent: Mr. Carl E. Tyler, Jr.
School System Contact’s Name & Title (if different than superintendent): __________________________
Contact’s Telephone Number: 334.687.1100
Contact’s E-Mail Address: etyler@ecs.k12.al.us

Please complete the chart below for system leaders responsible for supporting the plan (add rows as needed):

<table>
<thead>
<tr>
<th>Name of Team Member</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Brent Hanchey</td>
<td>Secondary Curriculum Coordinator</td>
</tr>
<tr>
<td>Dr. DeAnn Ramey</td>
<td>Director of Federal Programs</td>
</tr>
<tr>
<td>Mrs. Deltonya Warren</td>
<td>Director of Instruction and Assessment</td>
</tr>
<tr>
<td>Dr. Linda Creel</td>
<td>Special Education Coordinator</td>
</tr>
<tr>
<td>Mr. Jessie Warren</td>
<td>Director of System Services</td>
</tr>
</tbody>
</table>

Please complete the chart below for each school involved/impacted by the plan (add rows as needed):

<table>
<thead>
<tr>
<th>Name of School</th>
<th>Principal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eufaula Primary School</td>
<td>Mrs. Emily Jackson</td>
</tr>
</tbody>
</table>


Section 2 - Specific Waiver Requests

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

Indicate in the table below the waiver request type(s) that apply:
- **ALSDE Policy Waiver Request** (Specify memorandum, etc., outlining policy)
- **Alabama Administrative Code (AAC) Statute Waiver Request** (Specify AAC Rule No., etc.)
- **Code of Alabama 1975 Waiver Request** (Specify law, etc.)

(Insert additional rows as needed):

<table>
<thead>
<tr>
<th>Waiver Request Type</th>
<th>Flexibility Requested (List specific law, regulation, or policy from which relief is sought.)</th>
<th>Impact of the Waiver (What will the waiver enable the school to do differently, etc.?)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovation Plan</td>
<td>Code of Alabama §16-28-3</td>
<td>Eufaula City Board of Education is requesting a waiver that will allow Eufaula Primary School students the flexibility to learn at home through a partnership with a software provider.</td>
</tr>
</tbody>
</table>
| Flexibility in the Placement of Foundation Program Teacher Units | Code of Alabama §16-6B-8; §16-6B-9; and, §16-13-231  
Alabama Administrative Code 290-2-1-.01(3)(e) | Eufaula City Board of Education is requesting in lieu of units earned through the Foundation Program formula due to increase enrollment in a virtual school program that Eufaula City Schools be allowed to use the dollar allocation based on the earned units for payment of contractual services for providing a virtual school program to the provider. |

Section 3 - Vision

Creative Vision for the Plan

Please describe the plan’s vision, goals, and innovative features for student success that will be addressed. Share the purpose and expected outcome for students. Also include the intended impact of the flexibility requested in the innovation plan. Include how the proposal reflects Alabama’s PLAN 2020 and/or the system’s strategic plan. If applicable, share data, best practices, and any community and stakeholder support that support the plan.
Eufaula City Schools, established in 1872, is the oldest city school district in Alabama and is a progressive district providing many academic, enrichment, and technical opportunities for students and teachers while maintaining the values and traditions of the best in public schools. In that vein, we are seeking to strengthen the educational experience of home school students in grades K-2 via a pilot partnership with a virtual school provider.

As is the case all across our state, the quality of the home school academics for home school students who are eligible to attend Eufaula Primary School varies greatly from child to child. Quite often when these students return to a traditional school setting they lack a strong educational foundation because of poor quality academic experiences. As a result, these students are often placed in remedial settings to attempt to close achievement gaps. In today's global society, we must do all that we can to ensure that all of our students have the opportunity to leave high school ready for the workforce and for continued education. Eufaula City Schools proposes to offer home school students high quality standards-based instruction that is aligned with the Alabama College and Career Readiness Standards and with the Eufaula City Schools pacing guides through an online provider. This experience will be offered at no cost to parents. Students will enroll in Eufaula Primary School through Board approved enrollment procedures that are in place in Eufaula City Schools Board Policy for all students, including out-of-district students. Virtual program students will receive instruction at a location determined by the family of the student using a virtual platform and will be under the direction of certified, highly qualified teachers with the support of their parents and other family members. The virtual program teachers will be employees of the online provider and will hold valid Alabama Professional Educator Certification and Highly Qualified Teacher status for their teaching assignment; thus, the Board’s mandate to satisfy the requirements of the Alabama Child Protection Act of 1999, as amended in 2002, will be met since all persons who are issued Alabama Professional Education Certification have completed the required background check and have been deemed suitable through the Alabama State Department of Education.

Attendance will be monitored and reported daily by the online provider to Eufaula Primary School. Participating students, as is the case with all other Eufaula City Schools students, must meet the attendance guidelines as stated in Eufaula City Schools Board Policy and Administrative Guidelines.

All academic content will 100% aligned to the Alabama College and Career Ready Standards for the appropriate grade level. Students will complete their work from their home or other locations by accessing the interactive on-line lessons and will also participate in online classroom and tutorial sessions directed by their teacher. Student – teacher interaction will take place via phone, email, instant messaging, and live webinar sessions. Opportunities for students to interact face-to-face will also be provided at a variety of activities and events.

Currently there are no Alabama State Department of Education mandated assessments for grades K-2. Eufaula City Schools administers locally developed benchmark assessments that are aligned to the Alabama College and Career Readiness Standards in Reading and Math to all K-2 students. Virtual school students will take these local assessments along with traditionally enrolled students. Designated, qualified Eufaula City Schools employees will administer these benchmark assessments in a face-to-face environment following appropriate ALSDE testing guidelines, including test security protocols.

During this pilot program, the teacher of record, who will be a regular Eufaula City Schools employee, will record grades in the iNOW student database. Grades will be sent electronically from the online provider to the teacher of record within five workdays of the Board established grade reporting date.
The Alabama State Department of Education’s PLAN 2020 states that every student will graduate from high school prepared to enter the workforce or college without the need for remediation. Providing high quality standards based instruction that is aligned to the Alabama College and Career Readiness Standards to home school students will clearly help this group of home schooled students meet the PLAN 2020 goal.

Section 4 - Goals, Evaluation, and Sustainability

Aspirations, Expectations, and Communicating Outcomes
Please specify measureable goals, objectives, activities, and a timeline for meeting the identified outcomes of the plan. Please specify any alternative accountability measures/benchmarks to be put in place as a result of the flexibility requested. Share how the Innovation Plan will be monitored and evaluated, and how results will be reported. Indicate how the impact on increasing student success and/or other stated goals and objectives will be shared within your school system and beyond (e.g., students, teachers, parents, community, MEGA, CLAS). Share how implementation of this Innovation Plan will be sustained by current leadership.

Goals

1) All students enrolled in the virtual school program will be required to participate in all assessments administered in Eufaula City Schools.
   - All students will be required to take assessments.
   - All students will be administered benchmark assessments throughout the school year. Assessment questions will be modeled after the state standards for grades K-2.
   Personnel Responsible:
   - Academic Administrator for the program
   - Eufaula City Schools Director of Instruction/Assessment
   - Program Teachers

2) Increase awareness among parents around best practices to support their child’s learning, as measured by annual parent survey.
   - Provide regular parent training sessions throughout the year.

   Personnel Responsible:
   - Academic Administrator for the program
   - Program Teachers
All students will be assigned teachers who have Alabama Professional Educator Certification with appropriate Highly Qualified Teacher designation.

- Students will attend direct instruction sessions weekly.
- Teachers will have bi-weekly parent conference calls to ensure that parents are informed of student progress and to provide guidance and modeling for working with students in deficient areas.
- Parents will receive grade reports each nine weeks

Personnel Responsible:

- Academic Administrator for the program
- Program Teachers

All families will be highly satisfied with all elements of the school including engagement and support provided by the teachers; support provided by customer care/tech support; the quality of lesson content; instructional approach; quality of lesson materials; planning and progress tools; quality of hardware; and their student’s attitude toward learning.

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**Section 5 - Assurances, Documentation, Submission**

**Flexibility and Innovation Plan Submission Requirements**

In order to assure that the application is complete, verify that:

- All assurances, documents, resolutions, and certifying signatures, or any other requirement as specified in the *Alabama Accountability Act* 2013-64, and any outlined within the application, are included (pages 2 and 3, *An Innovative School System*).
- Specific waiver requests for relief from rules, policies, code, etc., have been included (page 5, *Specific Waiver Requests*).
- The innovation plan reflects the vision and goals of Alabama PLAN 2020 and/or the school system strategic plan (page 5, *Waiver Summary*).
- Any data collected or disseminated does not violate the privacy rights of any student or employee.

**Submitting the Innovation Plan:**

- It is requested that the Innovation Plan/Flexibility Contract be submitted electronically. The superintendent will receive a letter confirming the date of receipt of the Innovation Plan. Within 60 days,
the approval or non-approval status will be communicated to the local superintendent.

- Communication and collaboration during the process is welcomed and encouraged. All questions regarding the Innovation Plan/Flexibility Waiver should be directed to Mrs. Karen Porter (kporter@alsde.edu or 334-242-8154).
A G E N D A

REGULAR MEETING OF THE EUFAULACITY BOARD OF EDUCATION TO BE HELD
TUESDAY, AUGUST 18, 2015 AT 5:30 P.M. IN THE
SUPERINTENDENT’S OFFICE

1. Open meeting, establish quorum, and approval of agenda

2. Delegations/Awards
   • Mahala Ludlam
   • Parent Request to Address the Board regarding Student I.D. #2015-006

3. Approval of Minutes
   A. July 14, 2015

   • June 2015
   • July 2015

5. New Business
   A. Hazard Mitigation Resolution
   B. Multipurpose Athletic and Career Tech Facilities
   C. Virtual School Innovation Resolution
   D. Non-Resident Student Policy, Revision, First Reading
   E. K12 Virtual Schools, LLC
   F. 1:1 Lease with Apple Financial Services
   G. Student Activities and Fundraisers
   H. Salary Schedule Revision
   I. Personnel

6. Superintendent’s Report

7. Adjourn
State of Alabama

Eufaula City Board of Education

Eufaula, Alabama

RESOLUTION

VIRTUAL HOME SCHOOL FLEXIBILITY PLAN

WHEREAS, the Alabama State Department of Education and Dr. Tommy Bice, State Superintendent of Education, have issued a challenge to encourage schools to be innovative and transformational; and

WHEREAS, the Alabama Legislature has enacted legislation -- Senate Bill 72 -- that enhances Alabama's public schools' ability to offer high-quality instruction through a virtual platform; and

WHEREAS, Eufaula City Schools' intent is to serve all students eligible to enroll in the district with a quality education focused on the College and Career Ready Standards; and

WHEREAS, Eufaula City Schools' intent is to strengthen capacity and community between home school and traditional public school; and

WHEREAS, the Eufaula City Schools Home School Flexibility Plan will enable Kindergarten through 2nd Grade student to enroll in Eufaula Primary School and have the flexibility to learn at home through a partnership with a software provider, teachers, and other support staff;

NOW, THEREFORE, BE IT RESOLVED, that the Eufaula City Board of Education hereby supports the waiver as written for the Eufaula City Schools Home School Flexibility Plan.

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ADOPTED BY THE EUFALA CITY BOARD OF EDUCATION AT ITS MEETING ON AUGUST 18, 2015

Mr. Richard W. Wingate, President

Mrs. Louise Conner, Board Member

Dr. James A. Lockwood, Board Member

Mr. Jim S. Calton, Jr., Vice-President

Mr. Otis Hill, Board Member

Mr. Carl E. Tyler, Jr., Superintendent