Provide greater flexibility in meeting the educational needs of a diverse student population

Improve educational performance through greater school autonomy and managerial flexibility to administer programs and budgetary matters

Provide greater control to local decision making

Leverage new methods and tools to improve outcomes and solve persistent problems

Challenge to make important choices

Enable an entirely new way of thinking
Alabama State Department of Education
Innovation Zone/Flexibility Application

A completed Innovation Zone Plan application should be submitted via e-mail to Mrs. Karen Porter, kporter@alsde.edu.

An Innovative School System

Pursuant to the Alabama Accountability Act 2013-64, to be considered as an innovative school system, shall successfully comply with the requirements and procedures set forth by the State Department of Education 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 the Alabama Child Protection Act of 1999, Title 16, Chapter 22A, Code of Alabama 1975
• 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]

Local Superintendent (Date) 11/28/16

Local Board President (Date) 11/28/16
Section 1 - Applicant Information

Indicate the intended school year for implementing the Innovation/Flexibility Plan:
2016-2017

Please complete the following information:
School System Applying: Jasper City Schools
School System Superintendent: Dr. Ann Jackson
School System Contact’s Name & Title (if different than superintendent): Rita Pilling, Director of Accountability & Support Services
Contact’s Telephone Number: 205-384-6880
Contact’s E-Mail Address: rpilling@jasper.k12.al.us

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

<table>
<thead>
<tr>
<th>School System Leadership Team</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of Team Member</td>
</tr>
<tr>
<td>----------------------</td>
</tr>
<tr>
<td>Dr. Ann Jackson</td>
</tr>
<tr>
<td>Rita Pilling</td>
</tr>
<tr>
<td>Kenneth Abbott</td>
</tr>
<tr>
<td>Beth Kennedy</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>Schools Impacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of School</td>
</tr>
<tr>
<td>----------------</td>
</tr>
<tr>
<td>Walker High School/Jasper High School</td>
</tr>
<tr>
<td>Maddox Middle School</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.)

<table>
<thead>
<tr>
<th>Waiver Request Type</th>
<th>Flexibility Requested</th>
<th>Impact of the Waiver</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waiver from Alabama Administrative Code</td>
<td>Alabama Administrative Code: 290-6-1.04 (1b) which states “Courses shall be delivered to appropriate grade level students for the designated lengths of time prescribed in the course of study”.</td>
<td>Allow career preparedness A and career preparedness B to be taught in the eighth grade. The finance portion of career preparedness B will be reemphasized in the Economics class at the high school level. This will free a full teacher unit to teach another Career Tech course and expand another career pathway.</td>
</tr>
</tbody>
</table>

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.

The vision of this flexibility is to allow students the opportunity to explore an expanded career pathway in Business Administration and an additional career pathway in Hospitals and Tourism that could be created within our career technical program. This new pathway will be created by allowing current students to learn the standards outlined in a career tech course called Career Preparedness A and B in the eighth grade. The finance portion of Career Preparedness B will be reemphasized in an Economics course at the high school. The goal is to cover the necessary standards for both Career Preparedness A & B but also free up a career tech teacher at the high school to offer another career tech pathway. We could open a career pathway for Hospitality and Tourism with courses such as Culinary Arts I & II and event planning. We will also expand Business Administration to include BTA in addition to Advanced BTA. The focus will be on student credentialing in both areas. With expansion and completion of I-22 through Walker County and the new business and industries locating here, the CTE Council and committees are seeing an increase in business travel, general traffic and a significant growth in the food and beverage industry. In addition, Jasper is becoming a part of the target market in Birmingham and Jefferson County.

Section 4 - Goals, Evaluation, and Sustainability
Aspirations, Expectations, and Communicating Outcomes

Please specify measurable 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.

Our outcome with this flexibility is for students to learn the standards of Career Preparedness A and B in the eighth grade giving them the knowledge base needed to enter into the appropriate career pathways. The standards which are aligned in the two courses will be placed on our eighth grade curriculum guide, pacing guides and assessments. The Career Preparedness B standards will also be reemphasized in the Economics class at the high school level.

We expect this flexibility will bring much excitement to our students, parents, teachers and community leaders because it allows students to explore more career fields and potential opportunities for internships and work based cooperative learning by allowing another career tech pathway being offered.

Both principals and career tech coordinator will monitor the progress, assessment, curriculum and instruction of the standards that will be required for the Career Preparedness to ensure that the students do earn a credit in this course.

Students will receive documentation on their transcript that they have completed Career Preparedness.

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).