

Table 1 - Summary of Challenges Aligned with Necessary Waivers

Challenges	Specific Action and Explanation	Waivers
<p>Challenge 1:</p> <p>Ensuring that Whitfield County School System can increasingly personalize the learning experience and environment for all students and advance student learning as indicated by student achievement measures.</p>	<p>The Whitfield County School System will address the challenge of closing the achievement gap for all students, and will pay specific attention to English Learners, students with disabilities, economically disadvantaged students and other subgroups through innovative course design that accounts for varied paces of student learning and unique student interests. Through the increased use of digital resources, classroom to work, embedded courses, innovative instructional models, transition programs and pathways, and advanced learning opportunities, the system will facilitate new thinking about engaging instructional experiences and real world applications for meeting the unique learning needs of its 21st century students.</p>	<ul style="list-style-type: none"> • ELL Program Requirements (O.C.G.A. § 20-2-156 and SBOE Rule 160-4-5-.02) • Educational Programs (O.C.G.A. § 20-2-153,20-2-154, 20-2-154.1, 20-2-155 and SBOE Rule 160-4-2-.38) • EIP (IDDH Board Rule 160-4-2-.17) Remedial (IDDB Board Rule 160-4-5-.01) • Organization of Schools; Middle School Programs; Schedule (O.C.G.A. § 20-2-290) • Use of Counselor (SBOE Rule 160-4-8-.05) • Competencies and Core Curriculum, Online Learning (O.C.G.A. § 20-2-140.1, O.C.G.A. § 20-2-141.1 , O.C.G.A. § 20-2-142, SBOE Rule 160-4-2-.48 and SBOE Rule 160-3-1-.07) • School Day and School Year for Students and Employees (O.C.G.A. §20-2-151, 20-2-160, 20-2-168 and SBOE Rule 160-5-1-.02) • School Councils (O.C.G.A. § 20-2-85) • Statewide Passing Score (SBOE Rule 160-4-2-.13) • State Funded K-8 subjects and 9-12 courses for students entering ninth grade in 2008 and subsequent years. (SBOE Rule 106-4-2-.20)

<p>Challenge 2:</p> <p>Ensuring that the Whitfield County School System can attract and retain effective teachers, leaders, and professional personnel to meet the projected student growth for Whitfield County, the aging workforce, and current staffing deficits.</p>	<p>The Whitfield County School System highly regards the traditional preparation of school educators and intends to consider the additional value that could be added to classroom instruction and student supports by expanding employment practices to consider professional practitioners in specialty fields such as technology, science, math, engineering, and child support roles. Additionally Whitfield County desires to ensure that all employees are compensated at competitive rates while valuing prior non-teaching responsibilities associated with an employee's teaching or support assignment.</p>	<ul style="list-style-type: none"> • Categorical Allotment Requirements (Article 6 of Chapter 2 of Title 20 O.C.G.A § 20-2-182), 20-2-183, 20-2-184, 20-2-185, 20-2-186 and SBOE Rule 160-4-2-.14) • Instructional Extension (SBOE Rule 160-4-2-.14) • Multi-Year Contracts (O.C.G.A. § 20-2-211) • Personnel Required (SBOE Rule 160-5-1.22) • School Day and School Year for Students and Employees (O.C.G.A § 20-1-160, 20-2-151, 20-2-160, 20-2-161.1, 20-2-165, 20-2-168, and SBOE Rule 160-5-1-.01, 160-5-1-.02) • Class Size/Staffing and Reporting Requirements (O.C.G.A § 20-2-152, 20-2-182 and SBOE Rules 160-5-1-.08, 160-5-1-.22, 160-4-7-.14) • Use of School Counselors (SBOE Rule 160-4-8.05) • Salary Schedule Requirements (O.C.G.A. § 20-2-212, 20-2-212.1, 20-2-212.2 and SBOE Rule 160-5-2-.04 (3), 160-5-2-.05 (5)) • 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, 20-2-161.2, 20-1-167, and SBOE Rule 160-3-3-.04, 160-4-3-.14) • Scheduling for Instruction/Program • Enrollment and Appropriation except to the extent it relates to funding (O.C.G.A. §20-2-160) • Employment Conditions of Employment as it relates to Duty Free Lunch (O.C.G.A § 20-2-218) • Paraprofessional and permitted personnel; classification of all certified or permitted personnel (O.C.G.A § 20-2-204) • Fair Dismissal Act (O.C.G.A. § 20-2-940 through 20-2-948)
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<p>Challenge 3:</p> <p>Ensuring the financial stability of the Whitfield County School System despite the unstable and unpredictable revenue growth.</p>	<p>The Whitfield County School System will align all spending priorities with the system’s strategic plan to improve student achievement. The system will leverage the financial flexibility to support the core business of teaching and learning.</p>	<ul style="list-style-type: none"> • Class-size and Reporting Requirements (O.C.G.A. § 20-2-182) • Direct Classroom Expenditures and Expenditure Controls (O.C.G.A. § 20-2-171 and O.C.G.A. § 20-2-167 and SBOE Rule 160-5-1-.29) • QBE Financing (O.C.G.A. § 20-2-160 and O.C.G.A. § 20-2-161) • Pay Schedule Requirements for Beginning Teachers (O.C.G.A. § 20-2-212) • Program Enrollment & Appropriation (O.C.G.A. § 20-2-160, O.C.G.A. § 20-2-161, O.C.G.A. § 20-2-165, SBOE Rule 160-4-2.11 and SBOE Rule 160-4-2-.16) • School Day and School Year for Students and Employees (O.C.G.A. § 20-2-168 and SBOE Rule 160-5-1-.02) • Multi-year Agreements Related to Vendor Contracts (O.C.G.A. § 20-2-6) • Limited Public School Choice (SBOE Rule 160-5-4-.09 and O.C.G.A. § 20-2-2131)
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<p>Challenge 4:</p> <p>Ensuring that Whitfield County can meet the unique academic, resource, and support needs of all students.</p>	<p>The Whitfield County School System is comprised of 23 schools, a Career Academy, and Pre-K programs. The system values the unique strengths and specific needs of each of the facilities and will leverage flexibility in order to best advance teaching and learning at every school.</p>	<ul style="list-style-type: none"> • Seat Time (SBOE Rule 160-4-2-.48) • School Attendance, Compulsory Attendance as it relates to the Attendance Protocol (O.C.G.A. § 20-2-690.2) • Comprehensive HPE Program (SBOE Rule 160-4-2-.12) • Twenty additional days of instruction (O.C.G.A. § 20-2-184.1) • Awarding Units of Credit (SBOE Rule 160-5-1-.15) • Graduation Requirements (O.C.G.A. § 20-2-131 and SBOE Rule 106-4-2-.160 and SBOE Rule 160-4-2-.48) • Minimum Direct Classroom Expenditures (SBOE Rule 160-5-1-.29) • Flexibility with Regards to Alternative and Traditional Educational Programs (SBOE Rule 160-4-8-.12) • Class Size (SBOE Rule 160-5-1-08) • School Year (SBOE Rule 160-5-1-.01) • Instructional Extension (SBOE Rule 160-4-2-.14) • Promotion and Retention Requirements (O.C.G.A. § 20-2-283 and SBOE Rule 160-4-2.11) • Categorical Allotment Requirements (Article 6 of Chapter 2 of Title 20 O.C.G.A § 20-2-182 (h)), 20-2-183, 20-2-184, 20-2-185, 20-2-186 and SBOE Rule 160-4-2-.14 • Limited Public School Choice (SBOE Rule 160-5-4-.09 and O.C.G.A. § 20-2-2131)
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