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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  | | --- | | 4http://www.intechims.com/wp-content/uploads/innovation.jpg  alabama | | Innovation Zone  https://spintranet.alsde.edu/Templates/SDE-web-use.jpg https://spintranet.alsde.edu/Templates/p2020Circlelogow-large.jpg  **Alabama State Department of Education**  **Eric G. Mackey**  **State Superintendent of Education**  **INNOVATION ZONE/FLEXIBILITY APPLICATION** | |  | |  | |  |  | | --- | --- | | **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-mailto **Dr. Susan McKim,** [**smckim@alsde.edu**](mailto:smckim@alsde.edu).

**An Innovative School System**

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.)

1. 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
* Those that would adversely effect accreditation

**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:***

Local Superintendent (Date) Local Board President (Date)

**Alabama State** Department of Education

Innovation Zone/Flexibility Application

**Section 1 - Applicant Information**

**Indicate the intended school year for implementing the Innovation/Flexibility Plan:** \_\_\_\_\_\_\_

**Please complete the following information:**

School System Applying: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School System Superintendent: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School System Contact’s Name & Title (if different than superintendent): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact’s Telephone Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact’s E-Mail Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

**School System Leadership Team**

|  |  |
| --- | --- |
| **Name of Team Member** | **Title** |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

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

**Schools Impacted**

|  |  |
| --- | --- |
| **Name of School** | **Principal** |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

**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):*

|  |  |  |
| --- | --- | --- |
| **Waiver Request Type** | **Flexibility Requested**  (List specific law, regulation, or policy from which relief is sought.) | **Impact of the Waiver**  (What will the waiver enable the school to do differently, etc.?) |
|  |  |  |
|  |  |  |
|  |  |  |

**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. If applicable, share data, best practices, and any community and stakeholder support that support the plan.

|  |
| --- |
| **Vision, goals and innovative features for student success:**  **Purpose and expected outcomes for students**:  **How proposal reflects PLAN 2020**:  **Data, best practices, or community/stakeholder support, if applicable**: |

**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.

|  |
| --- |
| **Measurable goals**:  **Objectives**:  **Activities**:  **Timeline for meeting identified outcomes**:  **Accountability measures and benchmarks**:  **How plan will be monitored and evaluated**:  **How results will be reported**:  **How implementation will be sustained**: |

**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*).
* 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 Dr. Susan McKim ([smckim@alsde.edu](mailto:smckim@alsde.edu) or   
  334-694-4830).