

Table 1 – Jackson County Summary of Challenges Aligned with Initiatives and Necessary Waivers

Challenges in Prioritized Order	Specific Initiative/Action and Explanation	Waiver(s) Requested
<p>Ensuring the financial stability of Jackson County Schools despite the unstable and unpredictable revenue growth.</p>	<p>The Jackson County School District will align all spending priorities with the district’s strategic plan to improve student achievement. The state revenue source currently contributes to a minimal percentage of the actual cost of operating schools at a high level and therefore the district will leverage the reduction in spending constraints 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 SBOE Rule 160-5-1-.29) • QBE Financing (O.C.G.A. § 20-2-161) • Program Enrollment & Appropriation (O.C.G.A. § 20-2-160)
<p>Ensuring that Jackson County Schools can increasingly personalize the learning experience and environment for all students and advance student learning as indicated by student achievement measures.</p>	<p>The Jackson County School District will pursue innovative course design that accounts for varied paces of student learning and unique student interests. Through the increased use of digital resources, embedded courses, innovative instructional models, and advanced learning opportunities, the district will facilitate new thinking about engaging instructional experiences and environments for students’ learning needs today.</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. § 20-2-152 to 20-2-155 and SBOE Rule 160-4-2-.38) • Organization of Schools; Middle School Programs; Schedule (O.C.G.A. § 20-2-290) • Competencies and Core Curriculum, Online Learning (O.C.G.A. § 20-2-141.1, O.C.G.A. § 20-2-142 and SBOE Rule 160-4-2-.48) • Graduation Requirements (O.C.G.A. § 20-2-131 and SBOE Rule 160-4-2-.48)
<p>Ensuring that Jackson County Schools can attract and retain effective teachers, leaders, and professional personnel to meet the projected student growth for 5%, the aging workforce, and current staffing deficits.</p>	<p>The Jackson County School District 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 and engineering, and child support roles. Additionally Jackson County Schools desire 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"> • Salary Schedule requirements (O.C.G.A. § 20-2-212) • 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)
<p>Ensuring that Jackson County Schools can meet the unique academic, resource, and support needs of all schools.</p>	<p>The Jackson County School District is comprised of 11 schools and covers a geographic region 337 square miles within Jackson County in the Northeast Area of Georgia and comprised of the cities Commerce, Jefferson, Nicholson, Arcade, Braselton, Pendergrass, Talmo, Maysville, and Hoschton. The district values the unique strengths and specific needs of each of the 11 schools and will leverage flexibility in order to best advance teaching and learning at every school.</p>	<ul style="list-style-type: none"> • Categorical Allotment requirements, Article 6 of Chapter 2 of Title 20 (O.C.G.A. § 20-2-183 to 20-2-186)