

Georgia Department of Education  
Guidance on Investing in Educational Excellence Partnership (IE<sup>2</sup>) Contracts - v.1.4

**Purpose**

No later than June 30, 2015, each local school system must notify the Georgia Department of Education (GaDOE) of its intent to operate as an Investing in Educational Excellence (IE<sup>2</sup>), Charter, or Status Quo school system.

School districts can apply for flexibility from state law, rule, and policies through an Investing in Educational Excellence Partnership contract between the Local Board of Education (LBOE) and the State Board of Education (SBOE).

The guidance and procedures in this document should be followed to ensure a district's application is correctly submitted and can be reviewed and finalized in a timely manner. This guidance has been adapted from the O.G.C.A. § 20-2-80 through 20-2-84.6 and State Board Rule 160-5-1-.33.

**Application Window**

The process of preparing and finalizing an IE<sup>2</sup> contract once you notify the GaDOE will likely take up to six months, so districts should plan accordingly. This means that to be able to budget and sign contracts for an upcoming fiscal and school year, a district must have their contract approved by the SBOE during the months immediately preceding the fiscal year for which they want relief from law and rule.

**Initial Notification**

*Letter of Intent:* Districts interested in applying for an IE<sup>2</sup> contract must submit a letter of intent accompanied by an LBOE resolution supporting the district's intent to pursue such contract (see attached examples) to the Deputy State Superintendent of External Affairs and Policy to initiate the formal application process. The formal application process does not begin until the district's letter of intent is received by the GaDOE. Please send the letter of intent to the following two people:

Dr. Garry McGiboney  
Deputy State School Superintendent for External Affairs and Policy  
Georgia Department of Education  
2053 Twin Towers East  
205 Jesse Hill Jr. Drive  
Atlanta, GA 30334

Please cc:

Louis J. Erste  
Associate State School Superintendent for Policy, Charter Schools, District Flexibility,  
and Governmental Affairs  
Georgia Department of Education  
2053 Twin Towers East  
205 Jesse Hill Jr. Drive  
Atlanta, GA 30334

### **IE2 Application Webinar**

After the local letter of intent is received by the GaDOE, application materials will be sent to the district to be used as reference materials during an IE2 Application Webinar. This Webinar will be held in July 2015 and a link to the Webinar will be placed on the IE2 webpage at <http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/IE2.aspx>

### **Post-Submission IE2 Meeting**

After the district submits a draft Application Package, a meeting will be scheduled involving district personnel, GaDOE personnel, and Governor's Office of Student Achievement (GOSA) personnel. The conference may be in person or by telephone.

### **IE2 Application Timeline**

Please see the IE2 Application Timeline on the IE2 webpage at <http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/IE2.aspx>

### **Communications**

From local notification through SBOE adoption, communication may be the most critical piece of the IE<sup>2</sup> process. The district and the state must ensure that communications and all relevant documents are sent and received in a timely fashion.

When a district conveys its letter of intent and LBOE resolution, it should indicate who at the district will serve as the IE2 contact person and provide that person's contact information.

All e-mails from the district to the state regarding a district's IE<sup>2</sup> proposal should include the following people and positions.

Dr. Garry McGiboney, Deputy State Superintendent for External Affairs and Policy  
[gmcgiboney@doe.k12.ga.us](mailto:gmcgiboney@doe.k12.ga.us)

Jennifer Hackemeyer, General Counsel  
[jhackeme@doe.k12.ga.us](mailto:jhackeme@doe.k12.ga.us)

Louis J. Erste  
Associate State School Superintendent for Policy, Charter Schools, District Flexibility,  
and Governmental Affairs  
[lerste@doe.k12.ga.us](mailto:lerste@doe.k12.ga.us)

Howard Hendley, Director of Policy  
[hhendley@doe.k12.ga.us](mailto:hhendley@doe.k12.ga.us)

Martha Ann Todd, Executive Director  
Governor's Office of Student Achievement  
[mtodd@georgia.gov](mailto:mtodd@georgia.gov)

### **Notification and Public Hearing Requirements**

State law requires an *opportunity for full discussion and public input* for a district plan before it is submitted to the State Board of Education. In order to provide for adequate public input and ensure public transparency a district should:

- Publicly announce its intention at a regularly scheduled LBOE meeting to submit an IE<sup>2</sup> plan and provide an overview of what flexibility will be sought. This should occur before the district begins negotiating details with the state, and
- Hold a public hearing on the district's proposed plan before local-state negotiations end to share and gather input on the district's plan prior to LBOE approval.

Copies of the public hearing notices that the district published as required in state law must be submitted with the IE2 Application.

A district might also consider holding meetings with the various stakeholder groups to share and gather input at any stage in the IE2 application process.

Districts should ensure their proposed plans are easily accessible to the general public by publishing the plans on the district's website prior to public hearings in an easy-to-find location. Printed copies should be made available for those stakeholders who might not have access to the Internet.

### **Performance Measures and Targets**

An IE2 contract is a performance contract. It includes academic targets that individual schools are obligated to attain in exchange for specific waivers granted by the SBOE.

Baseline year is 2015-2016 for districts entering contracts effective in both 2015-2016 and 2016-2017. For contracts effective on or after July 1, 2017, the baseline year is the prior academic year

Targets for the College and Career Ready Performance Index (CCRPI) without the inclusion of Challenge Points: schools shall annually increase by 3% of the gap between the baseline year CCRPI score and the perfect CCRPI score of 100.

Schools with a CCRPI score (without Challenge Points) in the baseline year in the top quartile of the state within each grade cluster (established by GOSA) shall remain at or above the top quartile threshold established in the baseline year.

Schools demonstrating a trend of improvement (as defined by GOSA) and meeting the equivalent of three years of targeted improvement by the end of the contract will be deemed as meeting the accountability requirements of the contract.

If a school fails to achieve its CCRPI target score, the school shall be deemed as meeting its yearly performance target if the school is determined to be "beating the odds" in a state analysis that compares the school's CCRPI to its expected performance as determined by comparison with schools statewide having similar characteristics.

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A district may propose additional measures and targets along with its application to GaDOE. The proposed measures and targets will then be reviewed by GaDOE and GOSA for inclusion in the IE2 contract. For each evaluation year, the district must monitor its progress on these additional measures and report the results to GOSA.

GaDOE and GOSA will finalize all school data and develop a district's IE<sup>2</sup> contract which will then be provided to the school district. The district will then need to obtain LBOE approval of the contract before final submission to GaDOE and SBOE.

### **Strategic Plan**

Per state law, each district applying must submit its LBOE-approved strategic plan as part of its IE2 application.

### **Waivers**

The application must include the list of state statutes and SBOE Rules the district is seeking to waive in its IE2 Contract.

The application must include at least one of the following areas:

- Class Size, 20-2-182
- Expenditure Controls per 20-2-171
- Certification, 20-2-200
- Salary Schedule, 20-2-212

The State Board of Education is not authorized to waive or approve variances on any federal, state, and local rules, regulations, court orders, and statutes relating to civil rights; insurance; the protection of the physical health and safety of school students, employees, and visitors; conflicting interest transactions; the prevention of unlawful conduct in or near a public school; any reporting requirements pursuant to Code section 20-2-320 or Chapter 14 of this title; or the requirements of Code Section 20-2-211.1

### **IE2 Application Packet**

The IE2 Application Packet includes the following components. Templates provided by GaDOE must be used as the basis for these components.

- IE2 Partnership Contract
- IE2 Application Form
- Exhibit A, Strategic Plan
- Exhibit B, Flexibility Component
- Exhibit C, Accountability Component
- Exhibit D, Consequences Components
- Exhibit E, School Plan for Elementary School(s)
- Exhibit F, School Plan for Middle School(s)
- Exhibit G, School Plan for High School(s)