

House Bill 32

By: Representatives Tanner of the 9th, Dickey of the 140th, Jasperse of the 11th, Glanton of the 75th, Nix of the 69th, and others

A BILL TO BE ENTITLED
AN ACT

1 To amend Part 3A of Article 2 of Chapter 14 of Title 20 of the Official Code of Georgia
2 Annotated, relating to turnaround schools, so as to revise and clarify certain provisions
3 relating to the duties of the Chief Turnaround Officer; to revise the term "turnaround coach"
4 to "transformation specialist"; to revise biannual reporting dates; to provide for the
5 establishment of the Georgia Turnaround Collaborative; to provide for stipends for
6 turnaround instructional innovation specialists; to provide for criteria; to provide for retention
7 of stipend; to provide for conversion of stipend to permanent salary increase; to provide for
8 contingency based on appropriations by the General Assembly; to provide for related
9 matters; to repeal conflicting laws; and for other purposes.

10 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

11 style="text-align:center">**SECTION 1.**

12 Part 3A of Article 2 of Chapter 14 of Title 20 of the Official Code of Georgia Annotated,
13 relating to turnaround schools, is amended by revising Code Section 20-14-43, relating to the
14 Chief Turnaround Officer, qualifications, and duties, as follows:

15 "20-14-43.

16 (a) There is created the position of Chief Turnaround Officer. The State Board of
17 Education, after consulting with the State School Superintendent and the Education
18 Turnaround Advisory Council and conducting a national search, shall appoint the Chief
19 Turnaround Officer who shall serve at the pleasure of the state board. The Chief
20 Turnaround Officer shall be an employee of the Department of Education but shall report
21 directly to the state board.

22 (b) The Chief Turnaround Officer shall have the following qualifications:

23 (1) Extensive personal experience in turning around low-performing schools, including
24 expertise in turnaround strategies, curriculum, instruction, and teacher and principal
25 effectiveness;

26 (2) Has held the position of at least principal or a higher administrative position in a
 27 public school system for a minimum of five years with demonstrated skills in school
 28 management, budget, finance, federal and state programs, funding sources, and talent
 29 management; and

30 (3) Such additional education, experience, and other qualifications as determined by the
 31 State Board of Education.

32 (c) The duties of the Chief Turnaround Officer shall include, but are not limited to:

33 (1) Managing and overseeing a comprehensive system of supports and assistance for the
 34 lowest-performing schools in this state identified as in the greatest need of assistance;

35 (2) Identifying resources, including the establishment of a resource list of evidence based
 36 strategies and integrated student services, and consulting with regional educational
 37 service agencies to determine specific expertise and resources available at each such
 38 regional educational service agency directly relating to school turnaround;

39 (3) ~~Annually establishing~~ Establishing a list of third-party specialists, including auditors
 40 and consultants, to assist schools and local school systems in conducting comprehensive
 41 on-site evaluations of schools to determine the root causes of low performance and lack
 42 of progress, to assist schools and local school systems in the implementation of intensive
 43 school improvement plans, or to provide any of the necessary support services as
 44 specified in the engagement letter or contract. Such list of third-party specialists shall be
 45 established through a request for proposals process conducted every two years and
 46 approved by the State Board of Education; provided, however, that a request for
 47 proposals process may be conducted more frequently at the discretion of the Chief
 48 Turnaround Officer. Such request for proposals shall be designed with input from the
 49 Education Turnaround Advisory Council;

50 (4) Coordinating with the school improvement division within the Department of
 51 Education and coordinating and working with the State School Superintendent and the
 52 Office of Student Achievement to identify all state resources and supports available to
 53 the lowest-performing schools in the greatest need of assistance;

54 (5) Identifying ~~turnaround coaches~~ transformation specialists pursuant to Code Section
 55 20-14-44 to serve as the assigned state site liaison in the school improvement process;

56 (6) Building ~~school system~~ level leadership capabilities in cooperation with agencies and
 57 organizations that have ~~experience~~ expertise and capacity and providing leadership
 58 development opportunities specific to turnaround settings for principals and other school
 59 level leaders, including teacher leaders, in turnaround eligible schools selected by the
 60 Chief Turnaround Officer; and

61 (7) Identifying and creating prototypes of innovative and best practices for school
 62 turnaround, including with the critical intent of sharing such information with local

63 school systems and schools in this state, and identifying and sharing those practices that
 64 are not successful in improving student outcomes, ~~and sharing such information with~~
 65 ~~local school systems and schools in this state.~~

66 (d) The Chief Turnaround Officer, the State School Superintendent, and the staff and all
 67 divisions of the Department of Education shall work collaboratively and shall purposefully
 68 coordinate ~~as necessary~~ and collaborate to facilitate the implementation of this part. The
 69 Department of Education shall establish the state plan pursuant to the federal Every Student
 70 Succeeds Act in a manner that pursues and allows maximum flexibility to implement the
 71 provisions of this part."

72 **SECTION 2.**

73 Said part is further amended by revising Code Section 20-14-44, relating to turnaround
 74 coaches and their role, as follows:

75 "20-14-44.

76 (a) The Chief Turnaround Officer, after consulting with the State School Superintendent,
 77 shall recommend individuals experienced in turning around schools that have similar needs
 78 and characteristics as those schools identified pursuant to Code Section 20-14-45, to serve
 79 as ~~turnaround coaches~~ transformation specialists, subject to approval by the state board.

80 (b) ~~Turnaround coaches~~ Transformation specialists shall assist schools that are identified
 81 as in the greatest need of assistance pursuant to Code Section 20-14-45 with ongoing
 82 assistance and input and shall serve as contract managers to ensure conformance to contract
 83 terms. ~~Turnaround coaches~~ Transformation specialists shall be assigned to one or more
 84 schools which are under a contract amendment or intervention contract pursuant to Code
 85 Section 20-14-45.

86 (c) ~~Turnaround coaches~~ Transformation specialists may provide such other services and
 87 supports as determined by the Chief Turnaround Officer."

88 **SECTION 3.**

89 Said part is further amended by revising Code Section 20-14-46, relating to on-site diagnostic
 90 review by third-party specialist and development of intensive school improvement plan, as
 91 follows:

92 "20-14-46.

93 (a) Within 30 days of entering into a contract amendment or intervention contract between
 94 the State Board of Education and a local board of education pursuant to Code Section
 95 20-14-45, the local board of education shall, in consultation with the ~~turnaround coach~~
 96 transformation specialist, select a third-party specialist to conduct a comprehensive on-site
 97 diagnostic review in cooperation with the regional educational service agency and the

98 ~~turnaround coach~~ transformation specialist of the school to determine the root causes of
99 low performance and lack of progress. Such third-party specialist may be selected from
100 the approved list established pursuant to paragraph (2) of subsection (c) of Code Section
101 20-14-43 at the expense of the state, or the local board of education may select its own
102 third-party specialist, upon approval by the Chief Turnaround Officer, at the expense of the
103 local school system. The ~~turnaround coach~~ transformation specialist shall ensure that the
104 third-party specialist receives all relevant data held at the state level as it relates to the local
105 school system and school, including the system charter or contract, financial audits,
106 funding allotments, federal funds, state assessment data, and any other relevant information
107 as it relates to school performance. The third-party specialist shall also review the most
108 recent local school system accreditation report regarding system level governance and
109 leadership, resource utilization, teaching and learning effectiveness, and academic
110 achievement.

111 (b) Within 90 days of entering into a contract amendment or intervention contract between
112 the State Board of Education and a local board of education, the ~~turnaround coach~~
113 transformation specialist, in partnership with the regional educational service agency, shall
114 ensure that the local board of education and the third-party specialist have completed a
115 comprehensive on-site evaluation of the school to determine the root causes of the school's
116 low performance and lack of progress. The comprehensive on-site diagnostic review shall
117 include a leadership assessment to determine the capacity of the school leader to lead the
118 turnaround efforts, as well as a review of system level support and interventions, including
119 central office policies and supports, technical assistance and guidance, financial
120 management, and appropriate use of resources in accordance with approved waivers under
121 the system charter or contract.

122 (c) Based on the comprehensive on-site evaluation, the ~~turnaround coach~~ transformation
123 specialist, in partnership with the regional educational service agency, shall recommend
124 actions, which may include, but not be limited to, reallocation of resources and technical
125 assistance, changes in school procedures or operations, professional learning focused on
126 student achievement for instructional and administrative staff, intervention for individual
127 administrators or teachers, instructional strategies based on scientifically based research,
128 additional waivers from state statutes or rules, adoption of policies and practices to ensure
129 all groups of students meet the state's proficiency level, extended instruction time for
130 low-performing students, strategies for parental involvement, incorporation of a teacher
131 mentoring program, smaller class size for low-performing students, or other actions
132 deemed appropriate.

133 (d) Based on the evaluation and recommendations and after public input from parents and
134 the community, the school shall develop an intensive school improvement plan, approved

135 by the Chief Turnaround Officer, that specifically addresses the academic insufficiencies
 136 identified by the school's rating in the single state-wide accountability system. The local
 137 board of education shall not be eligible for supplemental funding to support the
 138 implementation of the plan unless such local board demonstrates financial need based on
 139 its most current annual budget and the results of the most recent audit. The local board of
 140 education shall coordinate the hiring and contract renewal process for personnel and the
 141 allocation of school resources to support such plan. In developing the timelines in the
 142 intensive school improvement plan, the school shall take into consideration the budget
 143 cycles, employment contract deadlines, and other appropriate factors relating to the
 144 planning process. The school, with the support of the local board of education, local school
 145 superintendent, and principal, shall implement the plan with ongoing input and assistance
 146 from the Chief Turnaround Officer and performance monitoring by the ~~turnaround coach~~
 147 transformation specialist."

148 **SECTION 4.**

149 Said part is further amended by revising Code Section 20-14-47, relating to individual
 150 assessments of low performing students in turnaround eligible schools, as follows:

151 "20-14-47.

152 (a) Within the first 60 instructional days of the school year of a contract amendment or
 153 intervention contract pursuant to Code Section 20-14-45, ~~turnaround coaches~~
 154 transformation specialists shall coordinate with each school to conduct individual
 155 assessments of those students who have been identified as low-performing and shall
 156 coordinate with schools to provide the following interventions, as agreed to by the
 157 ~~turnaround coach~~ transformation specialist and the school and based on available funding
 158 and resources, including the reallocation of existing resources and grant funding, if
 159 available, pursuant to subsection (c) of Code Section 20-14-48:

160 (1) Screen all students to diagnose the factors for low performance, including, but not
 161 limited to, reading development and comprehension, math proficiencies, physical health,
 162 mental health, access to the Internet or other ancillary supports to out-of-school learning
 163 activities expected of students and evaluate all available records to address nonacademic
 164 barriers to learning in the lowest-performing schools; and

165 (2) Provide students who have been identified as low-performing with academic support
 166 and enrichment activities, access to programs to promote parental involvement, access
 167 to supports for addressing and improving mental and physical health, access to a learning
 168 resource center for students and guardians to strengthen academic supports, positive
 169 behavioral interventions and supports, and access to expert supports, which may include,
 170 but not be limited to, data scientists, psychometric personnel, curriculum specialists,

171 learning theorists, and special educators to help advise the schools on technical learning
 172 matters.

173 (b) ~~Turnaround coaches~~ Transformation specialists shall assist local boards of education
 174 in identifying integrated student services utilizing the list of resources established by the
 175 Chief Turnaround Officer pursuant to paragraph (2) of subsection (c) of Code Section
 176 20-14-43. Local boards of education, in coordination with the ~~turnaround coaches~~
 177 transformation specialists and the local school administration, shall create local
 178 collaborations to address personal and community conditions, which shall include the
 179 needs, issues, and problems within the communities of such school or schools, such as
 180 poverty, lack of economic development, safety, transportation options for parents and
 181 students, adult educational opportunities, wellness, and mental health services, and shall,
 182 in consultation with the ~~turnaround coach~~ transformation specialist, identify state and
 183 community resources that are available or that could be built upon, reallocated, or
 184 repurposed to address the issues impacting such school or schools."

185 **SECTION 5.**

186 Said part is further amended by revising subsection (c) of Code Section 20-14-48, relating
 187 to resources and supports for turnaround eligible schools, as follows:

188 "(c)(1) The Office of Student Achievement shall be authorized to provide for grants,
 189 subject to appropriations, to assist schools ~~in~~ and local school systems under a contract
 190 amendment or intervention contract pursuant to Code Section 20-14-45 with demonstrated
 191 financial need in:

192 (A) Retaining the services of a third-party specialist to assist in the implementation of
 193 an intensive school improvement plan developed pursuant to Code Section 20-14-46
 194 or to provide any other support services deemed necessary pursuant to such plan;

195 (B) Assessing low-performing students and obtaining specified supports for such
 196 students as delineated in subsection (a) of Code Section 20-14-47; or

197 (C) Both subparagraph (A) and subparagraph (B) of this paragraph.

198 (2) A school under a contract amendment or intervention contract pursuant to Code
 199 Section 20-14-45 with a demonstrated financial need may, upon consultation with the
 200 ~~turnaround coach~~ transformation specialist for the school, request grant funds pursuant
 201 to this subsection. Upon approval by the Chief Turnaround Officer, the grant request
 202 may be submitted to the Office of Student Achievement. The award of any grant funds
 203 shall be at the discretion of the Office of Student Achievement, including the amount of
 204 any such grant funds awarded. The Office of Student Achievement shall prescribe
 205 criteria, policies, and standards deemed necessary for the effective implementation of this
 206 subsection, including criteria for a local school system to demonstrate financial need."

207 **SECTION 6.**

208 Said part is further amended by revising subsection (c) of Code Section 20-14-49.1, relating
 209 to the creation of the Education Turnaround Advisory Council, its composition,
 210 administration, and role, as follows:

211 "(c) The Education Turnaround Advisory Council shall be authorized to:

- 212 (1) Submit to the State Board of Education names of potential candidates for the position
 213 of Chief Turnaround Officer and for ~~turnaround coaches~~ transformation specialists;
- 214 (2) Recommend school turnaround resources and potential turnaround experts to be
 215 added to resource lists;
- 216 (3) Provide advisement on the development of state-wide assessment tools;
- 217 (4) Provide advisement to the State School Superintendent and Chief Turnaround
 218 Officer, as necessary;
- 219 (5) Provide recommendations and input on the request for proposals process conducted
 220 pursuant to paragraph (3) of subsection (c) of Code Section 20-14-43 to establish a list
 221 of approved third-party specialists that may be retained to assist in the evaluation of
 222 schools; and
- 223 (6) Perform such other duties as assigned by the State Board of Education."

224 **SECTION 7.**

225 Said part is further amended by revising Code Section 20-14-49.2, relating to biannual
 226 reporting by the Chief Turnaround Officer and required meetings, as follows:

227 "20-14-49.2.

- 228 (a) The Chief Turnaround Officer shall prepare a written biannual update on the status of
 229 each school that is under a contract amendment or intervention contract pursuant to Code
 230 Section 20-14-45. The Chief Turnaround Officer shall provide such biannual reports no
 231 later than ~~February 1 and August 1~~ June 1 and December 1 of each year to the chairpersons
 232 of the House Committee on Education and the Senate Education and Youth Committee and
 233 to the Education Turnaround Advisory Committee. The report due no later than ~~February 1~~
 234 June 1 may be in the form of an executive summary. The report due no later than ~~August 1~~
 235 December 1 shall include detailed information regarding the status, progress, and any
 236 interventions imposed on the schools that are under a contract amendment or intervention
 237 contract pursuant to Code Section 20-14-45.
- 238 (b) The Chief Turnaround Officer shall annually meet with the Governor, the Lieutenant
 239 Governor, the Speaker of the House of Representatives, the chairpersons of the House
 240 Committee on Education and the Senate Education and Youth Committee, the State School
 241 Superintendent, and the Education Turnaround Advisory Council to present the findings
 242 in the detailed report prepared pursuant to subsection (a) of this Code section."

SECTION 8.

243

244 Said part is further amended by adding new Code sections to read as follows:

245 "20-14-49.3.

246 (a) There is created the Georgia Turnaround Collaborative which will complement the
 247 work of the Education Turnaround Advisory Council and serve as an advisory group to the
 248 Chief Turnaround Officer. The purpose of the collaborative shall be to significantly
 249 increase the alignment and coherence of efforts to address the academic and nonacademic
 250 needs of students attending turnaround schools and their families. The collaborative is also
 251 expected to advise the Chief Turnaround Officer on possible innovations that could be
 252 piloted that may inform educational practices state wide. The collaborative shall also
 253 address challenges and barriers at both the state and local levels that deter student progress.

254 (b) The Georgia Turnaround Collaborative shall be composed of:

255 (1) The State School Superintendent or his or her designee;

256 (2) The commissioner of behavioral health and developmental disabilities or his or her
 257 designee;

258 (3) The commissioner of public health or his or her designee;

259 (4) The commissioner of early care and learning or his or her designee;

260 (5) The executive director of the Professional Standards Commission or his or her
 261 designee;

262 (6) The director of the Division of Family and Children Services of the Department of
 263 Human Services or his or her designee;

264 (7) The director of the Governor's Office of Student Achievement or his or her designee;

265 (8) The chairperson of the Education Turnaround Advisory Council or his or her
 266 designee;

267 (9) The Child Advocate for the Protection of Children or his or her designee;

268 (10) A representative from the Public Education Innovative Fund Foundation;

269 (11) A representative from Communities in Schools;

270 (12) A representative from the Georgia Family Connection Partnership;

271 (13) A local school superintendent appointed by the State Board of Education;

272 (14) A regional educational service agency director appointed by the State Board of
 273 Education;

274 (15) A member appointed by the Lieutenant Governor; and

275 (16) A member appointed by the Speaker of the House of Representatives.

276 (c) The Chief Turnaround Officer shall serve as the chairperson of the collaborative. The
 277 collaborative shall select a vice chairperson from among its membership. Meetings of the
 278 collaborative shall be held quarterly, or more frequently, on the call of the chairperson.

279 (d) The collaborative shall establish a formalized plan of action, including the role of and
280 deliverables for each collaborative member organization.

281 (e) The Georgia Turnaround Collaborative shall have no authority and shall only be
282 advisory in nature.

283 20-14-49.4.

284 (a) In order to recruit, select, hire, develop, and retain highly effective teachers in
285 turnaround schools, certain teacher leaders, known as turnaround instructional innovation
286 specialists, shall be eligible to receive a stipend funded by a 2:1 state/local partnership of
287 \$5,000.00 state funds and \$2,500.00 local funds. Stipends shall be subject to final approval
288 by the State Board of Education and contingent on participation by the local board of
289 education.

290 (b) In order to qualify for the stipend pursuant to subsection (a) of this Code section, a
291 teacher leader shall:

292 (1) Agree to teach in a turnaround school for at least three consecutive years; and

293 (2) Agree to such other criteria and scope of work expectations in accordance with
294 subsection (c) of this Code section.

295 (c) The criteria and scope of work expectations for turnaround instructional innovation
296 specialists shall be developed by the Chief Turnaround Officer, with input from the
297 Georgia Professional Standards Commission, the Department of Education's Teacher and
298 Leader Support and Development Division, the Georgia Association of Colleges for
299 Teacher Education, and representatives of local school systems that are under a contract
300 amendment or intervention contract pursuant to Code Section 20-14-45. Such criteria and
301 scope of work expectations may include, but are not limited to:

302 (1) Teaching a full class schedule or an alternate model that maximizes the teacher's
303 impact on a broader number of students and other teachers, such as a blended learning
304 format;

305 (2) Attending scheduled professional learning courses to strengthen his or her
306 instructional and leadership capacity;

307 (3) Fostering a collaborative culture to support educator development and student
308 learning;

309 (4) Accessing and using research to improve practice and student learning;

310 (5) Promoting professional learning for continuous improvement;

311 (6) Facilitating improvements in instruction and student learning;

312 (7) Promoting the use of assessments and data for school and district improvement; and

313 (8) Advocating for student learning and the teaching profession.

- 314 (d) A turnaround instructional innovation specialist may continue to receive a stipend
315 pursuant to subsection (a) of this Code section if he or she is meeting the expectations of
316 his or her job, which may be measured by such factors, including but not limited to:
- 317 (1) The rating on his or her annual summative performance evaluation conducted
318 pursuant to Code Section 20-2-210;
 - 319 (2) The school's progress on components of its College and Career Ready Performance
320 Index (CCRPI) rating and performance on Beating the Odds analysis;
 - 321 (3) Survey feedback from other teachers impacted by such turnaround instructional
322 innovation specialist;
 - 323 (4) The recommendation of the local school system based on the scope of work specific
324 to such turnaround instructional innovation specialist's assignment; and
 - 325 (5) The recommendation of the Chief Turnaround Officer.
- 326 (e) After receiving a stipend for three consecutive years, a turnaround instructional
327 innovation specialist shall be eligible for conversion from the stipend to a permanent salary
328 step increase on the state salary schedule, subject to recommendation by the Chief
329 Turnaround Officer and approval by the State Board of Education, and shall be eligible for
330 consideration, at the sole discretion of the local board of education, for continuation of
331 receipt of the local portion of the stipend of \$2,500.00.
- 332 (f) This Code section shall be subject to appropriations by the General Assembly."

333

SECTION 9.

334 All laws and parts of laws in conflict with this Act are repealed.