

**Table 1 - 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 Johnson County schools despite the unstable and unpredictable revenue growth.</p>	<p>The Johnson County School District will align all spending priorities with the district’s strategic plan. The flexibility will allow us to continue focusing scarce resources directly on expenditures impacting instruction such as professional development and instructional support materials.</p>	<p>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; QBE Financing (O.C.G.A. § 20-2-161); Categorical Allotment Requirements, Article 6 of Chapter 2 of Title 20(O.C.G.A. § 20-2-167, (O.C.G.A. § 20-2-183 to O.C.G.A. § 20-2-186)</p>
<p>Ensuring the Johnson County School System provides a rigorous and relevant academic program to ALL students.</p>	<p>The Johnson County School System will teach the Georgia Standards for Excellence through innovative course design, delivery models, and instructional approaches. These methods will ensure that students can communicate effectively, solve problems creatively, think critically, and collaborate appropriately.</p>	<p>ELL Program Requirements (O.C.G.A. § 20-2-156 and SBOE Rule 160-4-5-.02); Organization of Schools; Schedules (O.C.G.A. § 20-2-290); Competencies and Core Curriculum, Online Learning (O.C.G.A. § 20-2-140.1, 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); Middle School Program Criteria (O.C.G.A. § 20-2-290); Remedial Education (O.C.G.A. § 20-2-154); (O.C.G.A. § 20-2-154.1); Early Intervention Program (O.C.G.A. § 20-2-153); Education Program for Gifted Students (O.C.G.A. § 20-2-151), (O.C.G.A. § 20-2-161); School Day and School Year for Students and Employees (O.C.G.A. § 20-2-15, O.C.G.A. § 20-2-160 (a), O.C.G.A. § 20-2-168 (c) ); Comprehensive Health and Physical Education Program (O.C.G.A. § 20-2-82 (e) SBOE Rule 160-4-2-.12); Promotion and Retention (O.C.G.A. § 20-2-283); Instructional Extension (O.C.G.A. § 20-2-184.1); Common Minimum Facility Requirements (O.C.G.A. § 20-2-260); Salary Schedule requirements (O.C.G.A. § 20-2-212)</p>
<p>Ensuring that Johnson County Schools can attract and retain effective teachers, leaders, and professional personnel to provide effective learning opportunities for all students, and address the issues of the aging workforce and current staffing deficits.</p>	<p>The Johnson County School System will strive to continue to offer high quality instructional opportunities for all students, and will also work to expand these opportunities in the areas of STEM, CTAE, and other areas. In order to find the very best employees in all areas, we will explore the expansion of employment practices to include both traditional and more innovative certification routes.</p>	<p>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) Personnel Required (SBOE Rule 160-5-.22)</p>