

**DCIS at Ford Waivers and Replacement Policies  
Request for Innovation Status**

**December 10, 2015**

Waivers Requests and Replacement Policies  
DPS, DCTA, and Colorado State Statutes

**DPS Policy Waivers**

	<b>Policy Waived</b>	<b>Area of Impact</b>
<b>WAIVER REQUESTS - DPS BOARD POLICIES</b>		
School Proposal	<b>BDF-R4: Collaborative School Committees</b>	<b>Governance</b>
Replacement Policy	<p>The School Leadership Team and School Collaborative Committee will be replaced with the School Accountability Committee. The SAC will comply with State Law on School Accountability Committees. The membership of the SAC will include representatives from each school team determined through the following process.</p> <p><u>Positions assigned by the principal or selected by each team:</u></p> <ul style="list-style-type: none"> <li>● 1 Principal</li> <li>● 1 representative from each school team</li> </ul> <p><u>The SAC shall have the following responsibilities:</u></p> <ul style="list-style-type: none"> <li>● Meeting at least once a month</li> <li>● Providing advice and recommendations to the principal regarding all responsibilities of the SAC detailed in Policy BDFHR3 in addition to the following:</li> <li>● Advising on the school’s annual use of financial resources</li> <li>● Advising on the school’s master calendar and schedule</li> <li>● Making recommendations regarding the school’s curriculum and instruction, culture and behavior, services for special populations, and use of school facilities</li> </ul>	
School Proposal	<b>KHBA : Sponsorship Programs</b>	<b>Governance / Budget</b>
Replacement Policy	<p>The school has the authority to collect revenue directly from sponsorships, subject to District oversight through routine reporting to the Office of Budget.</p> <p>The School shall have the ability to request and secure school-based sponsorships independent of the district according to the following policies:</p> <ol style="list-style-type: none"> <li>1. The sponsorship must not compromise or show inconsistency with the beliefs, values of the district and school.</li> <li>2. The sponsorship will not alter any district owned resources unless permission is granted by the district.</li> <li>3. The sponsorship does not create a real or perceived conflict of interest with school administrators or staff.</li> <li>4. The sponsorship agreement will be reported to the district budget office at least 30 days before an agreement is to take effect. The budget office will have the ability to refuse the agreement only in situations where said agreement will adversely impact funding</li> </ol>	

	arrangements for other schools in the district more than it would benefit the School or because it would be in conflict with existing fund regulations (such as federal grants).	
School Proposal	<b>IC/ICA: School Year/School Calendar</b>	<b>Educational Program: Calendar and Schedule</b>
Replacement Policy	<p>The school has the authority to develop its own annual calendar that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p> <ul style="list-style-type: none"> <li>• No later than 60 calendar days before the end of the school year, the principal in consultation with the SAC will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year.</li> <li>• Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days.</li> <li>• A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent.</li> </ul>	
School Proposal	<b>IE: Organization of Instruction IGA: Curriculum Development IGD: Curriculum Adoption IIA/ IIA-R: Instructional Materials IJJ/ IJJ-R: Instructional Materials</b>	<b>Education Program</b>
Replacement Policy	<p>The school has the flexibility to adopt the school's educational program, including selecting curriculum and textbooks.</p> <ul style="list-style-type: none"> <li>• The school's education program will meet or exceed the minimum standards of the District and State.</li> <li>• The School will present a program of instruction that is consistent with its innovation plan, as approved by the DPS Board of Education, under direction of the superintendent.</li> <li>• The School's curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS.</li> <li>• The Innovation School will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.</li> <li>• Curriculum development will be carried out by school personnel, consistent with the school's innovation plan, using all available resources, including replacement core instructional textbooks where textbook waivers are granted.</li> </ul>	

	<ul style="list-style-type: none"> <li>• The district will evaluate the impact of the school’s education program as part of its 3 year review of the school’s innovation plan in addition to the annual UIP review by the SAC.</li> <li>• Substantive interim changes must be approved by District staff.</li> </ul>		
School Proposal	<table border="1"> <tr> <td><b>IKE / IKE-R: Promotion, Retention and Acceleration of Students</b></td> <td><b>Educational Program: Promotion, Retention and Acceleration of Students</b></td> </tr> </table>	<b>IKE / IKE-R: Promotion, Retention and Acceleration of Students</b>	<b>Educational Program: Promotion, Retention and Acceleration of Students</b>
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Replacement Policy	<p>Retention and promotion decisions for students performing below or above grade-level in core content areas will be made based on reading and math achievement levels as determined by performance on standardized assessments, ANET, STEP, Istation, and CMAS. The principal, administrators, teacher, and parents will by March 1 about the student’s progress, with additional meetings at least every 6 weeks thereafter. Based on the student’s progress, an academic plan will be prepared and grade retention or promotion may be recommended to school leadership by any member of the school community.</p> <ul style="list-style-type: none"> <li>• If school leadership approves the grade retention or promotion of a student, the student will be retained or promoted. Parents will not have the ability to override the decision of school leadership. Parents will be made aware of this policy at orientation, or at the time of registration for all mid-year enrollees.</li> <li>• All retention and promotion decisions will be finalized by May 1st. The school will regularly communicate student performance to parents/guardians.</li> </ul>		
School Proposal	<table border="1"> <tr> <td><b>GC/GDF: Staff Recruitment/ Hiring</b></td> <td><b>Teaching: Human Resources Management: Hiring</b></td> </tr> </table>	<b>GC/GDF: Staff Recruitment/ Hiring</b>	<b>Teaching: Human Resources Management: Hiring</b>
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Replacement Policy	<p>The Innovation School will follow District Policy GDF/GCF; however, the Innovation School will have autonomy to recruit staff and make offers to candidates outside of the traditional district hiring calendar.</p> <ul style="list-style-type: none"> <li>• The principal or his/her designee will work with the district Human Resources office to post teaching positions through the district website. The school will also engage in independent outreach efforts to recruit candidates outside of the centralized recruitment channels, but will require that any interested candidates apply through the district site. All eligible applications for posted teaching positions will be provided to the school principal for selection using locally-designed processes.</li> <li>• The principal or his/her designee will consider candidates from the direct placement process; however, the school shall not be required to select or accept teachers through direct placement or to alter the hiring schedule or selection process in a way that gives preference to direct placement teachers.</li> <li>• The principal will consult with district HR staff and incorporate hiring best practices at the school level where it is found to be appropriate.</li> <li>• Teaching positions that are responsible for supplemental or enrichment instruction will not require a teacher certificate.</li> <li>• Background checks will be administered using the existing systems and processes for the district.</li> </ul>		

	<ul style="list-style-type: none"> <li>The School shall conduct reference checks.</li> </ul>	
School Proposal	<b>IJOA: Field Trips / IJOA-R: Field Trips (Guidelines for Extended Excursions)</b>	Educational Program
Replacement Policy	<p>The Innovation school will follow the district field trip policies and procedures with two exceptions:</p> <p>1- The school will design field trips that match the curriculum and therefore may be outside of the district catalog. In such situations, the school will have autonomy in determining the appropriateness of field trips, and the school principal will be responsible for approving all school field trips.</p> <p>2- If a situation exists where the school must pay the district for transportation services, the school may choose to contract with another school transportation provider if the cost estimate from the district is significantly higher than the other school district's cost estimate.</p>	
School Proposal	<b>IKB: Homework</b>	Educational Program
Replacement Policy	<p>The school will implement a homework policy that is in alignment with the educational program outlined in the innovation plan. In instances when work is not completed at school, the school will have the ability to expect students to complete their work during lunch or after school in a homework help center – attendance is mandatory. As students advance to higher grades, the homework load will increase in order to appropriately prepare students for post-academic success.</p>	
<p><b>Collective Bargaining Agreement Articles Waivers</b>  <b>WAIVER REQUESTS - DCTA COLLECTIVE BARGAINING AGREEMENT</b></p>		
School Proposal	DCTA: Article 1-2: Definition of Teacher	Teaching: Human Resources: Teacher Licensure
Replacement Policy	<p>The term “teacher” will include teaching personnel who are licensed by the CDE as well as teaching personnel who are not licensed and are providing supplemental or enrichment instruction. All core content teachers shall meet the federal Highly Qualified (HQ) requirements. Core content teachers shall possess a valid Colorado license and subject matter competency for their assignment. (ESEA)</p>	
School Proposal	Article 1-7: Definition of “School Year”	Educational Program: Calendar & Schedule
Replacement Policy	<p>The term “school year” as use in these Articles shall mean the school calendar as it is established by the innovation school. This definition will include both an identification of days and a typical daily schedule.</p>	
School Proposal	Article 2-4-1: Waivers from Agreement	Teaching: Waiver Request Procedure

Replacement Policy	Consistent with the Innovation Schools Act, requests for waivers from the Collective Bargaining Agreement will be made by the School to the Board of Education with documented support from teachers through an amendment or revision of the innovation plan.	
School Proposal	Article 5-4: School Leadership Team	Governance: Management
Replacement Policy	<p>The School Leadership Team and School Collaborative Committee will be replaced with the School Accountability Committee (SAC). The SAC will comply with State Law on School Accountability Committees. The membership of the SAC will include representatives from each team determined through the following process.</p> <p><u>Positions assigned by the principal and/or determined by school teams:</u></p> <ul style="list-style-type: none"> <li>● 1 Principal</li> <li>● 1 representative from each team</li> </ul> <p><u>The SAC shall have the following responsibilities:</u></p> <ul style="list-style-type: none"> <li>● Meeting at least once a month</li> <li>● Providing input to the principal regarding all responsibilities of the SAC detailed in Policy BDFH in addition to the following:</li> <li>● Advising on the school's financial resources</li> <li>● Advising on the school's master calendar and schedule <ul style="list-style-type: none"> <li>● Making recommendations regarding the school's curriculum and instruction, culture and behavior, services for special populations, and use of school facilities.</li> </ul> </li> </ul>	
School Proposal	Article 8: Professional Standards Sets Teacher Calendar, Work Year, Work Day, Class Size and Teaching Load	Educational Program: Calendar & Schedule
School's Replacement Policy	<p>Provisions specified in Article 8 will not apply to the School. The school leader in consultation with the SAC will make decisions as described in the innovation plan.</p> <ul style="list-style-type: none"> <li>● The School has the authority to establish its own calendar and daily schedule, provided it meets or exceeds minimum statutory standards.</li> <li>● The School has the authority to establish class sizes and teaching loads that support the Innovation Plan.</li> <li>● The School has the authority to establish any necessary committees that support the Innovation Plan.</li> </ul> <p>8-1-Contract Year: The contract year for teachers may be extended to include additional mandatory professional development days prior to the start of the school year. In addition, the contract year for some teachers may be extended to provide a summer academy for students who are not yet achieving at grade level. Teachers will be compensated for additional days via a stipend. Non student contact days, planning days, assessment days, and professional development days will be determined by the principal, consistent with the innovation plan, as part of the adoption of the school calendar. Student school contact days may be extended to increase instructional time and the teacher work week may be extended beyond 40 hours to include extended student time as well as additional collaborative planning and professional development time.</p>	

	<p>8-2: The teacher work week may be extended beyond 40 hours to include extended student time as well as additional collaborative planning and professional development time. The principal shall have authority to permit teachers to diverge from the regular school day. Evening meetings can be scheduled, as necessary, to implement the innovation plan in accordance with the innovation plan.</p> <p>8-7: Teachers will be assigned non-teaching duties, as necessary, to implement the innovation plan with the intent being to maximize the time that the most effective teachers spend teaching students.</p> <p>8-8 The School’s teachers will be responsible for lesson plans for the entire length of any absence.</p>	
School Proposal	Article 10: Teacher Evaluation: Describes the Evaluation Process for Teachers	Leadership: Human Resource Management: Teacher Evaluation
School’s Replacement Policy	<p>Teachers will be hired “at will”.</p> <p>10-1: Evaluator refers to a supervisor who is responsible for the evaluation of personnel. While the principal will oversee all evaluations in the building, other evaluators as determined by the principal will have primary evaluation responsibilities for some personnel. The principal has the authority to identify, prepare, and designate school-based evaluators to conduct staff evaluations.</p> <p>10-2: The school has only one type of formal evaluation which applies to all teachers. The School may modify aspects of the LEAP framework appendices to align with the Educational Program.</p> <p>10-3: Timeline: All teachers will be evaluated at least once annually.</p> <p>10-4: The principal will oversee all evaluations to ensure the appropriate standards are being used. As necessary, the principal will identify a designated evaluator for each teacher in addition to the school principal.</p> <p>10-4-1: Evaluators will receive CDE approved teacher evaluation training but will not be required to hold a state administrator license.</p> <p>If a teacher is not meeting performance expectations, the school leader may choose to place the teacher on a Plan of Improvement.</p> <p>Plan for Improvement</p> <p>When the school leader determines that a teacher is not meeting performance expectations, the Principal may choose to place the teacher on a Plan of Improvement. The duration of the plan of improvement will typically be 20 work days, but may be extended beyond the (20) work days as determined by the Principal and/or Assistant Principal. The teacher will be required to show improvement under the Principal and/or Assistant Principal’s supervision within the designated period of time. The plan of improvement may list the areas for improvement that the teacher will be required to improve on to the satisfaction of the Principal and/or Assistant Principal. Resources and supports may be made available to the teacher in an effort to assist the teacher in correcting the performance concerns by the Principal and/or Assistant principal. If, at the end of the plan, the principal deems, in his/her sole discretion, that the teacher has failed to make sufficient improvement, then the teacher may be dismissed from employment. An</p>	

	<p>improvement plan is not an entitlement or employment right. Employment status may be maintained as long as the teacher continues to receive effective or distinguished ratings, maintains effective professionalism ratings, and supports the mission and vision of school leadership.</p> <p>10-5-3: Formal observations are recommended to last at least one class period and do not require advance notice or a pre-observation conference. Additionally all teachers may be videotaped within the classroom and the video will be used solely for professional development and coaching purposes, and will be provided with annual consent forms for this.</p>	
School Proposal	Article 11: Complaints Against Teachers/Administrative Leave/Corrective Action	Leadership: Human Resources Management
Replacement Policy	The school will follow the district's basic fairness and due process guidelines in issuing corrective action to employees at the innovation school.	
School Proposal	Article 13-7 Hiring timelines	Teaching: Human Resources Management: Hiring & Staff Assignments
School's Replacement Policy	<p>13-7. The innovation school will not adhere to the district staffing cycle. It will post vacancies when they become open. The school will work with the district Human Resources office to post positions through the district website. In addition to this posting, the school will engage in independent outreach efforts to recruit candidates outside of the centralized recruitment channels. The school will consider all eligible applicants, including teachers who apply to transfer for vacancies, but will uphold district policy in ensuring mutual consent between principals after June 1. Transfers will not receive priority consideration. The innovation school will not accept direct placements from the district or assignment of unassigned non-probationary teachers.</p> <p>Teachers who leave the innovation school in order to return to a district school will be subject to the District policies for implementation of SB 191 with regards to probationary or non-probationary status.</p>	
School Proposal	Article 13-8 Personnel Committee	Teaching: Human Resources Management: Hiring & Staff Assignments
School's Replacement Policy	<p>13-8. The school leader shall be responsible for hiring all staff and shall implement a hiring process that best meets the needs of the innovation school. Whenever possible, a hiring committee will be constructed by the principal to provide input into hiring decisions. To the extent possible, the hiring committee shall include representatives from staffing areas that will be affected by the new hire.</p> <p>All candidates must pass a DPS background check, which will be conducted through the district Human Resources process.</p> <p>The principal, in consultation with the administration team, will make decisions related to Reduction in Building Staff (RIBS) and selection of candidates for vacancies. Once the principal determines that the school will undergo a RIBS, the principal will share the information with the</p>	

	SAC and will make RIBS decisions based on performance, professionalism, and merit. RIBS will not be limited to the candidates currently in the position being reduced.	
School Proposal	Article 14-1: Summer School Teaching Positions	Teaching: Human Resource Management: Hiring & Staff Assignments
Replacement Policy	The Innovation School will fill summer school positions with its own teachers to the extent possible. Should additional teachers be necessary, the school will fill those positions with the best possible candidates, not necessarily teachers currently in the District. Teachers will be compensated for summer school time as determined by Administration and/or SAC during the budgeting process.	
School Proposal	Article 20: Procedures for Conducting Reduction in Force	Teaching: Human Resource Management: Staffing
Replacement Policy	The Innovation School will not participate in the district Reduction in Force process and will not accept direct placement of district employees who have had their contracts canceled. New staff members will be employed at the school based on their qualifications and fit with the school innovation plan and position requirements.	
School Proposal	Article 25: Procedures for Arranging Job Sharing Assignments and Half-Time	Teaching: Human Resource Management: Staff Assignments
School's Replacement Policy	Job sharing, or converting from a full-time employee to a half-time employee, may be requested by regularly assigned full-time equivalent teachers who wish to work only half time. Teachers who wish to request job sharing or half-time positions shall submit their request in writing to the school's principal. The principal, in consultation with the SAC, shall review and determine whether any requests for job sharing, or converting to half-time positions are approved or denied. All approved job sharing or half-time positions shall be for one (1) year at a time.	
CBA Article/Section	Article 32: Extra Duty Compensation	Teaching: Human Resources Management: Compensation
School's Replacement Policy	<p>The School has the authority to determine its own compensation structure for additional work.</p> <ul style="list-style-type: none"> <li>• The School has the authority to establish its own compensation system to provide stipends as necessary for all employees.</li> <li>• The principal will determine extra duty compensation rates for extended day and year as well as any new or additional roles and responsibilities and merit pay.</li> <li>• School leadership will work with the DPS HR department to ensure that all necessary processes are followed in these areas and is consistent with the innovation plan.</li> </ul>	
CBA Article/Section	Article 7: Grievance Policy	Teaching: Human Resources Management
School's Replacement Policy	The school shall maintain the following Grievance Policy:  7-1 Definitions.	

7-1-1 A "grievance" shall mean a written complaint by a school staff member that there has been a violation, a misinterpretation, or inequitable application of any of the provisions of the School's Employee Handbook.

7-1-2 Unless provided otherwise in this Agreement, all administrative procedures, practices and written personnel policies that affect staff are grievable except non-renewals.

7-1-3 The term "grievance" shall not apply to any matter as to which (1) the method of review is prescribed by law, (2) the Board is without authority to act, or (3) a grievance is specifically prohibited or limited by the terms of the Employment Contract or School Handbook.

7-1-4 An "aggrieved person" is a school staff member asserting a grievance.

7-2 Purpose. The purpose of this grievance procedure is to secure equitable solutions at the lowest possible administrative level to problems that may arise. To this end, grievance proceedings will be kept informal and confidential and both parties will work toward a resolution to avoid litigation.

7-3 Procedure. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

Information. The School agrees to make available to the aggrieved person and the aggrieved person's representative, all pertinent information not privileged under law, in its possession or control, and which is relevant to the issues raised by the grievance. The grievant agrees to make available to the School and its representatives, all pertinent information not privileged under law in its possession or control, and which is relevant to the issue raised by the grievant.

Timing. No grievance shall be recognized by the District or the School unless it is presented at the appropriate level within fifteen (15) school days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based. No grievance shall be recognized at Level Two unless it is filed with the Department of Human Resources within at least twenty (20) school days after the act or condition upon which it is based occurred. Grievances not timely presented will be considered as waived.

7-3-1 Level One. A grievance first will be discussed with the aggrieved person's principal to attempt to resolve the matter informally, at which time the aggrieved person (1) may discuss the grievance personally, (2) may be accompanied by a District Human Resource Representative, or (3) may request that the District Human Resource Representative act on behalf of the aggrieved person. No written documentation of the grievance or administrative response will be required if the grievance is settled at Level One.

7-3-2 If the aggrieved person is not satisfied with the results of the informal conference, the aggrieved person may then file a grievance in writing on the proper form with the principal or

	<p>supervisor within seven (7) school days. The grievance must refer to the specific Articles of the Employment Contract and/or School Handbook and explain how they were violated and indicate the reason why the Level One decision is unsatisfactory. The principal shall also have the opportunity to provide comment related to the Level One in writing. The grievant shall send a copy of the written grievance and the principal response to the Department of Human Resources. All known documentation related to the grievance must be provided prior to the Level Two meeting.</p> <p>7-3-3 Level Two. The Human Resources Director or Instructional Superintendent will go to the school and meet with the teacher and principal to facilitate a resolution. Such meeting will take place within seven (7) school days after receipt of the written grievance by the Department of Human Resources. Any resolution determined by the Human Resources Director or Instructional Superintendent will be considered final.</p> <p>7-4 Miscellaneous. If the time limits for processing a grievance are not met by the administrator responding to the grievance, the grievance may be moved to the next level at the request of the aggrieved. The Department of Human Resources may take appropriate action on whether to grant the grievant's requested remedy based on its review of the situation.</p>	
School Proposal	Article 2-4-1: Waivers from Agreement	Teaching: Waiver Request Procedure
Replacement Policy	Consistent with the Innovation Schools Act, requests for waivers from the Collective Bargaining Agreement will be made by the School to the Board of Education with documented support from teachers through an amendment or revision of the innovation plan.	

<p><b>State Statute Waivers</b></p> <p><b>WAIVER REQUESTS – COLORADO STATE STATUTES</b></p>		
School Proposal	Colorado State Statutes: Section 22-9-106: Local Board Duties Concerning Performance Evaluation for Licensed Personnel	Leadership: Human Resource Management: Teacher Evaluations
Replacement Policy	<p>The School will implement the district licensed personnel evaluation system (LEAP) and may make modifications that comply with the requirements established in State law.</p> <ul style="list-style-type: none"> <li>• The School in consultation with the District LEAP team and HR partner shall have the ability to develop and implement a modified LEAP Framework as the tool for teacher evaluation and growth.</li> </ul>	

	<ul style="list-style-type: none"> <li>The principal has the authority to identify, prepare, and designate school-based evaluators to conduct staff evaluations. Principal designated evaluators of professional staff members may or may not possess an administrative certificate issued by CDE. All evaluators will receive CDE approved training in evaluation skills by the school's principal. The school's evaluation system will meet the standards of Colorado Senate Bill 10-191.</li> <li>All teachers will receive at least one formal evaluation each year and/or be evaluated multiple times in each of the LEAP indicators within a given year.</li> </ul> <p>The school's principal shall receive an annual evaluation by the Superintendent or his/her designee.</p>	
School Proposal	<b>Section 22-32-109(1)(f): Local Board Duties Concerning Selection of Personnel and Pay</b>	<b>Teaching:</b> <b>Human Resource Management: Staff Hiring, Compensation</b>
Replacement Policy	Pursuant to state law, the DPS board will delegate the duty specified in this paragraph to the innovation school. The principal, in consultation with the SAC, will select classroom teachers directly and rates of pay will be on actuals.	
School Proposal	<b>Section 22-32-109(1)(g): Handling of Money</b>	<b>Governance:</b> <b>Budget</b>
Replacement Policy	<p>The School has the authority to manage its receipt of money and will meet performance expectations provided by the District.</p> <ul style="list-style-type: none"> <li>In accordance with the innovation plan, the school may receive moneys and deposit such moneys into a school account separate from the Student Activity Fund and maintain autonomy around school generated funds.</li> <li>The School will establish an account to manage receipt of locally raised money and will have autonomy in making deposits in and withdrawals from the account when such actions are taken to further the academic achievement of students at the school.</li> <li>The school will account for all moneys that it receives directly and will report to the DPS board by providing quarterly trial balances to their DPS budget partner.</li> </ul>	
School Proposal	<b>Section 22-32-109(1)(n)(I): Schedule and Calendar</b>	<b>Educational Program:</b> <b>Calendar and Schedule</b>
Replacement Policy	<p>The School has the authority to determine its own annual calendar and daily schedule, provided it meets or exceeds minimum statutory requirements.</p> <ul style="list-style-type: none"> <li>School has the authority to determine the number of professional development days, days off, and late starts/early release days.</li> <li>In accordance with the innovation plan, the school's principal, in consultation with the SAC shall determine, prior to the end of a school year, the length of time the school will be in session during the next school year.</li> <li>The actual hours of teacher-pupil instruction and teacher-pupil contact shall meet or exceed the minimum hours set by the district and state for public instruction.</li> </ul>	
School Proposal	<b>Section 22-32-109 (1)(n)(II)(A): Actual Hours of Teacher-Pupil Instruction and Contact</b>	<b>Educational Program:</b> <b>Calendar and Schedule</b>

Replacement Policy	<p>The School has the authority to determine teacher pupil contact, which will meet or exceed the minimum standards of the District and state.</p> <ul style="list-style-type: none"> <li>● In accordance with the innovation plan, the principal, in consultation with the SAC shall determine, prior to the end of a school year, the length of time the school will be in session during the next school year.</li> <li>● The actual hours of teacher-pupil instruction and teacher-pupil contact shall meet or exceed the minimum hours set by the district and state for public instruction.</li> </ul>	
School Proposal	<b>Section 22-32-109 (1)(n)(II)(B): School Calendar</b>	Educational Program: Calendar and Schedule
Replacement Policy	<p>The School has the authority to create its own annual calendar.</p> <ul style="list-style-type: none"> <li>● The School’s annual calendar will meet or exceed the minimum standards for the District and State.</li> <li>● No later than 60 days before the end of the school year, the principal, in consultation with the SAC, will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year.</li> <li>● Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days.</li> <li>● A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled.</li> <li>● The approved upcoming school year calendar and school day hours will be placed on the school’s website prior to May 1 of the prior academic year and a copy shall be provided to the school’s Instructional Superintendent.</li> </ul>	
School Proposal	<b>Section 22-32-109(1)(t): Determine Educational Program and Prescribe Textbooks</b>	Education Program
Replacement Policy	<p>The DPS Board authorizes the school to develop an educational program that aligns to the mission and vision of the school and enables the school to implement the innovation plan. The school’s curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.</p> <ul style="list-style-type: none"> <li>● Curriculum development will be carried out by school personnel, consistent with the school’s innovation plan, using all available resources, including replacement core instructional textbooks where textbook waivers are granted.</li> <li>● The school curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.</li> </ul>	

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Replacement Policy	<p>The DPS Board authorizes the school to develop an educational program that aligns to the mission and vision of the school and enables the school to implement the innovation plan. The school’s curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.</p> <ul style="list-style-type: none"> <li>Curriculum development will be carried out by school personnel, consistent with the school’s innovation plan, using all available resources, including replacement core instructional textbooks where textbook waivers are granted.</li> <li>The school curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.</li> <li>The district will evaluate the impact of the school’s education program as part of its 3 year review of the school’s innovation plan in addition to the annual UIP review by the SAC.</li> <li>Substantive interim changes must be approved by the Principal and District Staff.</li> </ul>		
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Replacement Policy	<p>In accordance with the innovation plan, the Principal will participate in district-provided coaching and professional development except when such coaching or professional development contradicts the successful implementation of the innovation plan and/or the mission /vision of the school. The Principal will ultimately have decision making authority of coaching and district PD.</p> <p>In determining the Principal’s PD and coaching schedule, the Instructional Superintendent will collaborate with the Principal to ensure that district PD and coaching supports the school leader and/or leadership team in implementing the goals of the innovation plan.</p> <p>District professional development for teachers, teacher leaders, and other instructional or operational leaders will be attended when the school’s principal determines that such professional development is in the best interest of the school to successfully implement the innovation plan. The Principal may opt-in or opt-out of all standard district offered professional development</p>		

School Proposal	<b>22-32-110(1)(ee) Local Board Powers-Employ teachers' aides and other noncertificated personnel</b>	<b>Teaching: Human Resource Management: Hiring Teacher Aides</b>
Replacement Policy	The DPS board grants autonomy to the principal, in consultation with the SAC, to make staffing decisions consistent with waivers for district policies GCF and GDF. The school may employ non-licensed personnel to provide instruction or supervision of children that is supplemental to the core academic program and in compliance with NCLB HQT requirements.	
School Proposal	<b>22-32-110(1)(h): Local Board Powers Concerning Employment Termination of School Personnel</b>	<b>Teaching: Human Resource Management: Staff Dismissals</b>
Replacement Policy	In accordance with the innovation plan, the DPS board delegates the power specified in statute to the school leader. All processes for dismissal must meet the minimum standards established in District policy GDQD and GDQD-R.	
School Proposal	<b>22-32-126: Employment and authority of principals</b>	<b>Leadership: Management</b>
School's Replacement Policy	<p>In the event of a change in leadership, the priority is maintaining building leadership that supports the mission and vision of the school and ensures that student achievement is supported. Members of the school community, including staff, parents and community members will be involved in the principal hiring process.</p> <ul style="list-style-type: none"> <li>• Principal candidates are provided to the SAC and superintendent or his/her designee from the district's principal hiring pool using the LEAD in Denver evaluation process.</li> <li>• The district superintendent or his/her designee will manage the principal selection process and collaborate with the SAC in recommending final candidates to the superintendent for hiring.</li> <li>• The superintendent (or his/her representative) may redirect the SAC and his/her designee to continue the search for better qualified candidates should none of the proposed candidates meets his/her approval.</li> <li>• In the event that the principal position is vacant, the superintendent (or his/her representative) may appoint an interim principal until such a time that the above described hiring process results in a principal candidate that is agreeable to the SAC and the Superintendent or his/her designee.</li> <li>• Interviews and selection follow the DPS Human Resource hiring procedures.</li> </ul>	
School Proposal	<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-201: Employment - License Required – Exception</b>	<b>Teaching: Human Resource Management: Hiring and Teacher Qualifications</b>
Replacement Policy	<ul style="list-style-type: none"> <li>• The school will employ highly qualified and licensed teachers for teaching of core content pursuant to the federal ESEA Act (in conjunction with the District's ESEA Flexibility Request). Core content teachers that are the primary provider of instruction will be highly qualified in their particular content area(s), Language Arts; Math; Science;</li> </ul>	

	<p>Foreign language; Social Studies (Civics, Government, History, Geography, Economics); Arts (Visual Arts, Music). The school will otherwise meet all Title III licensing expectations.</p> <ul style="list-style-type: none"> <li>• The school may employ non-licensed teachers for supplemental and enrichment instruction consistent with the innovation plan.</li> <li>• The DPS board may enter into employment contracts with non-licensed teachers and/or administrators at the school as necessary to implement the school’s innovation plan.</li> </ul>	
School Proposal	<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-202: Contracts in Writing Duration Damage Provision</b>	Teaching: Human Resource Management: Hiring, Contracts and Employment Offer Letters
Replacement Policy	<ul style="list-style-type: none"> <li>• The School has authority to issue its own employment offer letters. The district HR office will work with the school to ensure teacher contracts are consistent with the approved innovation plan.</li> <li>• All teachers are hired “at will”. “At will” status shall be maintained as long as the teacher continues to receive effective or distinguished ratings on LEAP- including professionalism ratings.</li> <li>• Teachers “at will” may be dismissed at any point during the year for cause. Mid-year termination of teachers will follow the dismissal procedures outlined in the DPS policy GDQD and GDQD-R.</li> <li>• “At will” employment will be in writing. The school will provide language to the district HR office for feedback before any initial employment “at will” contracts are signed.</li> <li>• Mutual terminations will be negotiated between the teacher and the school principal. If a teacher that is “at will” intends to terminate employment after the beginning of the academic year, the employee shall give written notice of his or her intent at least thirty days prior to the date that he or she intends to stop performing the services required by “at will” employment agreement.</li> <li>• The school will not provide first opportunity to interview rights to priority hiring pool candidates, but will consider them for employment.</li> <li>• The school will not contribute teachers to the district hiring pool. The school has the right to refuse direct assignments or mandatory transfers of teachers from the district.</li> </ul>	
School Proposal	<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-203: Renewal and Nonrenewal of Employment Contract</b>	Teaching: Human Resources Management: Dismissals
School’s Replacement Policy	<ul style="list-style-type: none"> <li>• Teachers are hired on an “at will” employment status.</li> </ul>	
School Proposal	<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-206: Transfer of Teachers - Compensation</b>	Teaching: Human Resource Management: Direct Placement of Teachers

School's Replacement Policy	<ul style="list-style-type: none"> <li>The school may refuse direct placements or mandatory transfers of teachers from the district. District teachers who are qualified for a vacant position at the school may apply for the position, and, if hired, will be compensated with a salary corresponding to the position and the years of service.</li> </ul>	
School Proposal	<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-301: Grounds for Dismissal</b>	Teaching: Human Resource Management: Dismissals
Replacement Policy	<ul style="list-style-type: none"> <li>All teachers are hired as "at will".</li> <li>The school can decide not bring a teacher back for the next school year.</li> <li>In all situations related to teacher dismissal, a teacher "at will" may be dismissed for cause in accordance with the dismissal policies outlined in the replacement policy for 22-63-302 including, but not limited to, not providing a safe environment conducive to learning, not adequately engaging in the turnaround work, and/or lack of professionalism.</li> </ul>	
School Proposal	<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-302: Procedure for dismissal - judicial review</b>	Teaching: Human Resource Management: Dismissals
Replacement Policy	The School will follow the process outlined in the Innovation Plan and District Policy GDQD and regulation GDQD-R if it is necessary to terminate a teacher' employment during the school year.	
School Proposal	<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-401:Teachers Subject to Adopted Salary Schedule</b>	Teaching: Human Resource Management: Compensation
Replacement Policy	<p>The School will meet or exceed the DPS salary schedule set in the Collective Bargaining Agreement. The School's Principal, in consultation with the SAC, has the authority to develop a supplemental compensation system separate from district policies to reimburse employees for extra duty pay, and compensating employees based on school priorities including activities such as, but are not necessarily limited to additional time, additional responsibilities, coaching, tutoring, professional development or for performance incentive pay.</p> <ul style="list-style-type: none"> <li>Non-teaching staff will be compensated for any additional hours in accordance with Fair Labor Laws.</li> </ul>	
School Proposal	<b>22-63-402. Services - disbursements</b>	Teaching: Human Resource Management: Teacher License
Replacement Policy	<p>The school may employ either licensed or non-licensed teachers for non-core subject areas. All core subject area teachers will be licensed and highly qualified under the requirements of the ESEA. School district moneys will be used to pay both licensed and non-licensed teachers hired to perform services consistent with the innovation plan.</p> <p>Prior to hiring any person, in accordance with state law the district shall conduct background checks.</p>	

School Proposal	<b>22-7-1207: Advancement – decision – parental involvement</b>	<b>Educational Program: Promotion, Retention and Acceleration of Students</b>
Replacement Policy	<p>The school will follow the school’s replacement policy IKE/IKE-R regarding retention and promotion of students. Retention and promotion decisions for students performing below or above grade-level in core content areas will be made based on reading and math achievement levels as determined by performance on standardized assessments, including ANET, STEP, PARCC, and other assessments. The principal, deans, teacher, and parents will confer by March 1 of the current school year about the student’s progress, with additional meetings at least every 6 weeks thereafter. If students are making insufficient progress, an academic plan will be prepared and grade retention or promotion may be recommended to school leadership by the any member of the school community.</p> <ul style="list-style-type: none"> <li>• If school leadership approves the grade retention or promotion of a student, the student will be retained or promoted. Parents will not have the ability to override the decision of school leadership. Parents will be made aware of this policy at orientation, or at the time of registration for all mid-year enrollees.</li> <li>• All retention and promotion decisions will be finalized by May 1st. The school will regularly communicate student performance to parents/guardians.</li> </ul>	
School Proposal	<b>22-63-403, C.R.S. Teacher employment, compensation and dismissal act of 1990; payment of salaries</b>	<b>Teaching: Payment of Salaries</b>
Replacement Policy	<p>The school will use the district salary schedule for determining pay for teachers and staff; however, they will have discretion on how the budget is impacted for paying staff (actuals vs. averages). The school principal reserves the right to develop a supplemental compensation system to reimburse employees for extra duty pay as it may arise for mandated extended school year, mandated PD outside of school year, mandated additional time, or stipends for school identified priorities. This may also include activities such as coaching, tutoring, external professional development or for performance incentive pay.</p>	
School Proposal	<b>22-33-102(1) Definition of "Academic Year"</b>	<b>Education Program: Calendar</b>
Replacement Policy	<p>“Academic year” refers to the year as it is established by the innovation school’s developed academic calendar for the School. The calendar will be posted publicly by May 1<sup>st</sup> for the following school year. The school’s SAC will provide input into the calendar.</p>	