

REQUEST FOR WAIVERS OF COLORADO REVISED STATUTES

Horizons K - 8 School

(Revised 11/19/2009)

STATUTE AND REGULATION

C.C.R. 301-1, Rule 2202-R-3. 11(4), requires Boards of Education to assign principals to school buildings.

- ✓ **Colo. Rev. Stat. § 22-32-126**, states that Boards of Education shall employ principals to administer schools.

Rationale Horizons has successfully operated as a Charter School for thirteen years with a Lead Teacher.

Replacement Plan The Horizons K-8 School proposes to continue to delegate the duties and responsibilities of a principal to the position of Lead Teacher, and proposes that the Lead Teacher is selected pursuant to the bylaws.

Duration of the Waivers: The Horizons K-8 School requests that the waiver be for the duration of its contract with the Boulder Valley School District Board. Therefore, the waiver is requested for a term of ten academic operating years, through June 30, 2020.

Financial Impact: The Horizons K-8 School expects that the requested waiver will have no financial impact on the Boulder Valley School District or the budget of the Horizons K-8 School.

How the Impact of the Waivers will be Evaluated:

The effectiveness of the Lead Teacher in facilitating the decision-making activities at Horizons will be evaluated on a yearly basis by the faculty and parent community.

Expected Outcome: With this waiver, Horizons will be able to select an individual to perform the responsibilities of the Lead Teacher. Selection will be based on the individual's teaching abilities, understanding of the philosophy and structure of the school, communication skills, leadership abilities, and qualification for the post. Therefore, the school community will be led by a teacher who has the ability to successfully implement and evaluate the Horizons program.

STATUTE AND DESCRIPTION:

Colo. Rev. Stat. § 22-9-106 of the Certified Personnel Performance Evaluation Act, regarding titled "Local Boards of Education - duties." This section establishes the duties and requirements of school districts the evaluation of certificated personnel

Colo. Rev. Stat § 22-9-106(4) (a) of the Certified Personnel Performance Evaluation Act. This subsection requires that the evaluation of certificated personnel be performed only by those holding a Type D Certification.

Rationale: The Horizons K-8 School requests a waiver of the provisions of Colo. Rev. Stat. § 22-9-106 that require persons performing staff evaluations to have Type D certification as provided by Colo. Rev. Stat. § 22-60-101 *et seq.*, because these provision do not reflect the reality of professional practice at the Horizons K-8 School, where the faculty has implemented a peer review system in addition to an evaluation by the Lead Teacher to assess teacher performance. A state waiver to support this practice has been in effect since 1994, before it became a charter school.

Replacement Plan: The Horizons K-8 School proposes to continue to utilize the current model in evaluation of both practitioner and professional teachers. The teachers will be evaluated through a process of Peer Review facilitated by the Lead Teacher and by Lead Teacher evaluation.

Duration of the Waivers: The Horizons K-8 School requests that the waiver be for the duration of its contract with the Boulder Valley School District Board. Therefore, the waiver is requested for a term of ten academic operating years, through June 30, 2020.

Financial Impact: The Horizons K-8 School expects that the requested waiver will have no financial impact on the Boulder Valley School District or the budget of the Horizons K-8 School.

How the Impact of the Waivers will be Evaluated: Teachers will assess the value of the Horizons Evaluation process in stimulating professional growth and improving teacher performance.

Expected Outcome: Horizons expects to continue the high level of student achievement it has consistently demonstrated since the initial application of this waiver in 1994.

STATUTE AND DESCRIPTION:

description delete ~~Colo. Rev. Stat. §22-63-101 et seq.,~~ Teacher Employment, Compensation, and Dismissal Act of 1990. These sections concern teacher employment contracts, probationary teachers, compensation, teacher exchanges, transfer of teachers, and dismissal.

Colo. Rev. Stat. §22-63-201 of the Teacher Employment, Compensation, and Dismissal Act of 1990. This section requires all teachers, including substitutes, to hold a teacher's certificate.

Colo. Rev. Stat. § 22-63-206 of the Teacher Employment, Compensation, and Dismissal Act of 1990. This section sets forth the requirements for transfers of teachers within a district and their compensation.

Colo. Rev. Stat. § 22-63-401 of the Teacher Employment, Compensation, and Dismissal Act of 1990. This section requires that teachers be compensated according to the salary schedule adopted by the boards of school districts.

Colo. Rev. Stat. §22-63-402 of the Teacher Employment, Compensation, Dismissal Act of 1990. This section prohibits school districts from paying with school district funds any person and for services as a teacher unless such person holds a valid teacher's certificate or has obtained other authorization.

Rationale: Colo. Rev. Stat. § 22-30.5-104 (7) states that a charter school shall be responsible for its own operation including . . . personnel matters.

Replacement Plan: The Horizons K-8 School proposes that the section of Colo. Rev. Stat. § 22-63-206 listed be waived to the extent that the statutes apply to the Horizon Charter School.

The Horizons K-8 School proposes to compensate Homeroom Teachers and the Lead Teacher using the salary schedule adopted by the board of the Boulder Valley School District as a guideline, except as necessary pursuant to the Horizons Bylaws.

Duration of the Waivers: The Horizons K-8 School requests that the waiver be for the duration of its contract with the Boulder Valley School District Board. Therefore, the waiver is requested for a term of ten academic operating years, through June 30, 2020.

Financial Impact: The Horizons K-8 School expects that the requested waiver will have no financial impact on the Boulder Valley School District or the budget of the Horizons K-8 School.

How the Impact of the Waivers will be Evaluated: Parent and teacher satisfaction levels will be measured on yearly surveys. It is expected that high satisfaction levels will be maintained

Expected Outcome: Horizons will continue to demonstrate high levels of student achievement, as measured by performance, products, portfolios, and tests. Surveys of teachers, parents, and students will continue to demonstrate high levels of satisfaction with the quality of teaching and learning activities at the school.

STATUTE AND DESCRIPTION:

Colo. Rev. Stat. §22-63-301 of the Teacher Employment, Compensation, and Dismissal Act of 1990. This section sets forth the grounds for the dismissal of teachers.

Colo. Rev. Stat. §22-63-302 of the Teacher Employment, Compensation, and Dismissal Act of 1990. This section sets forth the procedures for the dismissal of teachers.

Rationale: The success of Horizons in accomplishing its mission is dependent upon the talents, skills, and personal commitment of its teachers. Horizons must be able to terminate employees who cannot deliver its educational program successfully in a timely fashion.

Replacement Plan: Continued employment at Horizons will be subject to annual evaluations and satisfactory performance of the first three years of service at the school. After that time, teachers will become professional teachers and will be evaluated according to the Horizons Peer Review process and Lead Teacher evaluations.

Duration of the Waivers: The Horizons K-8 School requests that the waiver be for the duration of its contract with the Boulder Valley School District Board. Therefore, the waiver is requested for a term of ten academic operating years, through June 30, 2020.

Financial Impact: The Horizons K-8 School expects that the requested waiver will have no financial impact on the Boulder Valley School District or the budget of the Horizons K-8 School.

How the Impact of the Waivers will be Evaluated: As a result of applying high standards to teacher performance, through the Peer Review process and Lead Teacher evaluation, Horizons will continue to demonstrate high levels of student achievement, as measured by performance, products, portfolios, and tests. Surveys of teachers, parents, and students will continue to demonstrate high levels of satisfaction with the quality of teaching and learning activities at the school.

Expected Outcome: As a result of these waivers, Horizons will be able to maintain a teaching staff which is able to provide instruction in accordance with the philosophy and mission of the school.

STATUTE AND DESCRIPTION:

Colo. Rev. Stat. §22-32- 109(1)(f), Education - specific duties. This sub-subsection compels boards of Board of education to employ staff and fix and order their compensation.

Rationale: Horizons must be able to implement its program within the constraints of its funding by BVSD. In order to utilize its funds most effectively, the school must be able to adjust employee salaries in response to current budget allocations. Flexibility in adjusting salaries will also allow Horizons to attract and keep qualified staff members.

Replacement Plan: The Horizons K-8 School proposes to determine the Lead Teacher salary, to determine the salary and compensation plans for all teachers, to determine professional hourly rates for teachers for work beyond their teaching responsibilities and to enter at-will employment contracts for all limited term teachers and support personnel in accordance with the Horizons Bylaws and Employee Handbook.

Duration of the Waivers: The Horizons K-8 School requests that the waiver be for the duration of its contract with the Boulder Valley School District Board. Therefore, the waiver is requested for a term of ten academic operating years, through June 30, 2020.

Financial Impact: The Horizons K-8 School expects that the requested waiver will have no financial impact on the Boulder Valley School District and will positively impact the utilization of financial resources at Horizons K-8 School.

How the Impact of the Waivers will be Evaluated: Surveys of teachers and parents utilizing the Boulder Valley School Snapshot Survey (given on a yearly basis) will indicate levels of satisfaction with regard to the quality and variety of learning experiences offered at Horizons.

Expected Outcome: Horizons will be able to fully utilize the talents of its teachers, as well as part-time employees hired for specific instructional purposes, to increase the quality and variety of learning experiences offered at Horizons.

STATUTE AND DESCRIPTION:

Colo. Rev. Stat. 22-32-109(1) (t), Board of Education - specific duties. This subsection compels boards of education to determine their districts' educational programs and prescribe textbooks for their courses.

Rationale: The Horizons K-8 School has successfully implemented an alternative curriculum, within the Boulder Valley Schools, for the past thirteen years, and Horizons students have consistently demonstrated achievement above the district average on standardized tests. This curriculum addresses district standards for student performance, while adjusting learning activities to reflect individual learning styles and needs.

Replacement Plan: The Horizons K-8 School proposes to continue to implement its educational program, which reflects an emphasis on guiding students to be self-directed learners and community contributors, while responding to individual interests and needs. Horizons teachers will continue to approve learning activities and materials which are appropriate for Horizons students.

Duration of the Waivers: The Horizons K-8 School requests that the waiver be for the duration of its contract with the Boulder Valley School District Board. Therefore, the waiver is requested for a term of ten academic operating years, through June 30, 2020.

Financial Impact: The Horizons K-8 School expects that the requested waiver will have no financial impact on the Boulder Valley School District or the budget of the Horizons K-8 School.

How the Impact of the Waivers will be Evaluated: This success of the Horizons curriculum will be measured by student achievement performances, products, portfolios, and tests, as well as surveys of teacher, parent, and student satisfaction.

Expected Outcome: Horizons students will continue to demonstrate performance above the state and district average.

STATUTE AND DESCRIPTION:

Colo. Rev. Stat. §22-32- 109(1)(n)(II)(B), Board of Education - specific duties. This subsection states that the boards of education will prescribe the length of the school year and hours of teacher-pupil instruction and contact, and to adopt a calendar.

Rationale: The Horizons K-8 School has successfully implemented an alternative daily and weekly schedule and a yearly calendar, within the Boulder Valley Schools, for the past nineteen years, and Horizons students have consistently demonstrated achievement above the district average on standardized tests. The Horizons calendar provides blocks of time for family conferences and goal setting with teachers in the fall and the spring, as well as blocks of time for teacher planning across grade levels to develop school curriculum, learning activities, and assessments

Replacement Plan: The Horizons K-8 School proposes to continue to develop a daily and weekly schedule and yearly calendar which reflects the priorities of the Horizons teachers and parents for meaningful goal setting and planning. The calendar will be developed and adopted in the spring of each year for the following fall by the Horizons Council.

Duration of the Waivers: The Horizons K-8 School requests that the waiver be for the duration of its contract with the Boulder Valley School District Board. Therefore, the waiver is requested for a term of ten academic operating years, through June 30, 2020.

Financial Impact: The Horizons K-8 School expects that the requested waiver will have no financial impact on the Boulder Valley School District or the budget of the Horizons K-8 School.

How the Impact of the Waivers will be Evaluated: The success of the Horizons school calendar in promoting home-school communication and teacher planning and professional development will be measured by parent and teacher responses to survey questions on a yearly basis. The survey will ask questions related specifically to this specific waiver.

Expected Outcome: Horizons students will continue to demonstrate performance above the state and district average.