

**Rationale and Replacement Plan for Waivers from State Statute and Rule
Colorado Early Colleges Douglas County**

Basic Information

School Name: Colorado Early Colleges Douglas County
School Address:

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AUTOMATIC WAIVERS: STATUTE DESCRIPTION AND RATIONALE

22-9-106, C.R.S. Performance evaluations for licensed personnel

Rationale: The Colorado Early College – Douglas County (CEC-DC) governing board will offer teacher evaluation methods to be listed in the charter school contract. This evaluation plan will evaluate performance areas: professional preparation and growth, human relations, professional techniques and professional conduct. In addition to this system of evaluation, teachers will be rewarded for overall student academic achievement. This portion of the evaluation system will be developed and refined as the school becomes operational and as exact parameters for performance are specified.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance. Teachers will be held accountable to the Administrator and Academic Dean of CEC-DC and the board of CEC-DC. The evaluation system is in place and led by the Head of School who will be trained in the system. CEC has developed clear expectations for all employees.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Charter School Institute (CSI), or through June 30, 2019.

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: CEC-DC will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-32-109(1)(f), C.R.S. Selection of pay and personnel

22-32-110(1)(h), C.R.S. Employment and termination of personnel

Rationale: The Colorado Early College - Douglas County (CEC-DC) governing board, via the charter contract, has been granted the authority to hire and evaluate personnel. Moreover, these board powers statutes are not relevant to a charter school.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance. The governing board will execute a written agreement with teaching staff. The Academic Dean and teachers will have flexibility in structuring professional development and school policies to meet their needs.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Charter School Institute (CSI), or through June 30, 2019.

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: CEC-DC will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-32-126, C.R.S. Employment and authority of principals

Rationale: The Colorado Early College - Douglas County (CEC-DC) governing board, via the charter contract, has been granted the authority to hire and evaluate the school Administrator.

Replacement Plan: The governing board will employ its own Administrator, which includes evaluating his performance.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Charter School Institute (CSI), or through June 30, 2019.

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: CEC-DC will be able to hire, evaluate and retain an Administrator pursuant to authority delegated in the charter contract.

22-63-201 - 203, 206, 301, 302, 401-403, C.R.S. Teacher employment, compensation and dismissal act

Rationale: The Colorado Early College - Douglas County (CEC-DC) governing board, via the charter contract, has been granted the authority to hire and evaluate personnel. Its status as a charter school makes these teacher employment, compensation and dismissal act provisions irrelevant.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance. All teaching staff must be highly qualified.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Charter School Institute (CSI), or through June 30, 2019.

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: CEC-DC will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-33-104(4), C.R.S. Compulsory school attendance

Rationale: CSI doesn't have the capacity to manage school discipline issues at each of its schools. Therefore, CSI-sponsored schools must have their own policies and procedures to address these issues.

Replacement Plan: The CEC-DC governing board will be responsible for the school attendance policy. The plan will meet or exceed the expectations set forth in state law.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Charter School Institute (CSI), or through June 30, 2019.

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: The CEC-DC governing board, in communication with CSI, will effectively manage all student disciplinary issues.

Additional Waivers Requested

22-33-105, 107 and 108, C.R.S. Compulsory school attendance; suspension, expulsion, and denial of admission; enforcement of compulsory attendance; and judicial proceedings

Rationale: CSI doesn't have the capacity to manage school discipline issues at each of its schools. Therefore, CSI-sponsored schools must have their own policies and procedures to address these issues.

Replacement Plan: The CEC-DC governing board will be solely responsible for school attendance, suspension, expulsion and denial of admission according to board policies and administrative procedures.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Charter School Institute (CSI), or through June 30, 2019.

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: The CEC-DC governing board, in communication with CSI, will effectively manage all student disciplinary issues.

22-63-204 and 205, C.R.S. Teacher employment, compensation and dismissal act

Rationale: Because CEC-DC employs its own at-will staff, these statutes are irrelevant.

Replacement Plan: The CEC-DC governing board will be solely responsible for determining staff selection, assignment and compensation

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Charter School Institute (CSI), or through June 30, 2019.

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: The CEC-DC governing board will be responsible for implementing the educational program design as detailed in the charter school application. This includes all staff matters.