



Rationale and Replacement Plan for Non-Automatic Waivers from State Statute and Rule

Basic Information
School Name: KIPP Montbello Collegiate High School
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Non-Automatic Waivers: Statute Description and Rationale
<p>C.R.S. §22-9-106 Local Board of Education, Duties-Performance Evaluation System</p> <p>This section requires that employee performance evaluations be performed by a person holding an administrative certificate (Type D).</p>
<p>Rationale:</p> <p>The KIPP Montbello Collegiate High School Leader must have the authority and ability to perform evaluations for all personnel. The school leader will perform all employee performance evaluations as stated in KIPP Colorado Schools Board of Directors' approved policies. The Chief Academic Officer or Executive Director must also have the ability to perform the evaluation of the School Leader as stated in board-approved policies.</p>
<p>Replacement Plan:</p> <p>KIPP Montbello Collegiate High School utilizes its own performance management systems as agreed to in the charter school contract with Denver Public Schools. The performance management system will continue to meet the intent of the law and comply with the requirements established pursuant to this section and the rules promulgated by the state board and Senate Bill 191. The performance management systems focus on teacher and leadership competencies focused on improving student achievement and developing staff professionally. All staff responsible for evaluation of other staff are trained to use the applicable performance management system(s).</p>
<p>Duration of Waivers:</p> <p>We formally request the waiver be in effect for the duration of our contract with Denver Public Schools. Therefore, the waiver is requested through June 30, 2019.</p>
<p>Financial Impact:</p> <p>KIPP Montbello Collegiate High School anticipates that the requested waivers will have no financial impact on Denver Public Schools or KIPP Colorado Schools.</p>
<p>How the Impact of the Waivers Will be Evaluated:</p> <p>Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same teaching and leadership competency models as stated above.</p>



KIPP Montbello Collegiate High School measures teacher and leader performance on an on-going basis. This is a high priority at KIPP and held to the highest standard.

Expected Outcome:

The waiver will allow the school to implement its program and evaluate its staff in accordance with its teaching and leadership competency models. It is designed to produce greater accountability and be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

C.R.S. §22-32-109(1)(n)(I) Board of Education, Specific Duties

School Calendar

C.R.S. §22-32-109(1)(n)(II)(B) Board of Education, Specific Duties

Adoption of District Calendar

Rationale:

The school year at KIPP Montbello Collegiate High School will total approximately 185 days, which exceeds to current requirement in state statute. KIPP Montbello Collegiate High School will determine the details of its school calendar that best meet the needs of its students. The calendar for KIPP Montbello Collegiate High School will be different than the Denver Public Schools calendar.

Replacement Plan:

KIPP Montbello Collegiate High School will create its own calendar and submit said calendar to Denver Public Schools for approval by the required deadline. The school's calendar and daily schedule will meet or exceed state statute.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Denver Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

KIPP Montbello Collegiate High School anticipates that the requested waivers will have no financial impact on Denver Public Schools or KIPP Colorado Schools.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Contract.

Expected Outcome:

As a result of these waivers, the school will be able to employ the necessary policies to increase student achievement.

C.R.S. §22-63-201 Teacher Employment, Compensation and Dismissal Act-Requirement to hold a certificate

Prohibits board from entering into an employment contract with a person who does not hold a teacher's certificate or letter of authorization.

Rationale:

The Executive Director and senior administrative staff should be granted the authority to hire teachers and school leaders that will support the schools goals and objectives. The school leader will not function as a traditional district school principal, but rather will be responsible for a wider range of tasks and act as the school's chief executive officer. KIPP Colorado will seek to attract school leaders and teachers



from a wide variety of backgrounds, including, but not limited to, teachers from out-of- state, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience. However, all employees will comply with the Federal Highly Qualified requirements as regulated through federal statute. All employees of KIPP will be employed on an at-will basis.

Replacement Plan:

KIPP Montbello Collegiate High School will commit to hiring certified teachers and school leaders, as defined by the federal highly qualified requirements under NCLB. For example, through a thorough screening process the teaching staff will be required to submit the necessary paperwork to establish their highly qualified status.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Denver Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

KIPP Montbello Collegiate High School anticipates that the requested waivers will have no financial impact on Denver Public Schools or KIPP Colorado Schools.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Contract.

Expected Outcome:

As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background filling all staff needs.

C.R.S. §22-63-202 Teacher Employment, Compensation and Dismissal Act-Contracts in writing, damage provision

Teacher employment contracts

Rationale:

KIPP Montbello Collegiate High School should be granted the authority to develop its own employment offer letters and terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in the regular public school will be successful at KIPP Montbello Collegiate High School. All staff at KIPP Montbello Collegiate High School will be employed on an at-will basis. If a teacher is terminated during the school year, we perform a calculation that annualizes the number of days worked to their salary and it is paid to them in their last check.

Replacement Plan:

There is no contract for teaching staff because they are employed on an at-will basis. We submit offer letters to staff at the time of their employment.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Denver Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

KIPP Montbello Collegiate High School anticipates that the requested waivers will have no material financial impact on Denver Public Schools or KIPP Colorado Schools. We have to operate within the



parameters of the Board-approved budget and the cost of employing staff has been included in that budget.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Contract.

Expected Outcome:

As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background, filling all staff needs.

C.R.S. §22-63-203 Teacher Employment, Compensation and Dismissal Act, Probationary Teachers-Renewal and non-renewal of employment contract

Provides for contract with probationary teachers and allows for non-renewal and renewal of employment contract.

Rationale:

KIPP Montbello Collegiate High School should be granted the authority to develop its own terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in the regular public school will be successful at KIPP Montbello Collegiate High School. If a teacher is terminated during the school year, we perform a calculation that annualizes the number of days worked to their salary and it is paid to them in their last check. All employees of KIPP will be employed on an at-will basis.

Replacement Plan:

There is no contract for teaching staff because they are employed on an at-will basis. All staff receive offer letters at the time of their employment.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Denver Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

KIPP Montbello Collegiate High School anticipates that the requested waivers will have no material financial impact on Denver Public Schools or KIPP Colorado Schools. We have to operate within the parameters of the Board-approved budget and the cost of employing staff has been included in that budget.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Contract.

Expected Outcome:

The waivers will allow the school to employ professional staff possessing unique skills and/or background, filling all staff needs.

C.R.S. §22-63-206 Teacher Employment, Compensation and Dismissal Act-Transfer of teachers

Permits transfer of teachers between schools upon recommendation of district's chief administrative officer.

Rationale:



KIPP Montbello Collegiate High School is granted the authority under the Charter School Contract to select its own teachers. The District should not have the authority to transfer its teachers into the school or vice versa, except as provided for in the Charter School Contract.

Replacement Plan:

KIPP Montbello Collegiate High School will hire teachers on a best-qualified basis. There is no provision for transfers.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Denver Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

KIPP Montbello Collegiate High School anticipates that the requested waivers will have no financial impact on Denver Public Schools or KIPP Colorado Schools.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Contract.

Expected Outcome:

KIPP Montbello Collegiate High School expects that as a result of this waiver it will be able to manage its own personnel affairs. There is no provision for transfers.