

Carbon Valley Academy is requesting the following non-automatic state waivers:

C.R.S. SS 22-9-106

Local Board of Education - Duties

Establishes the duties and requirements of school districts regarding the evaluation of certificated personnel, the district's reporting requirements to the state board, and the minimum information required in the district's written evaluation system.

C.R.S. SS 22-2-112(1)(q)(I)

Educator Preparation Program Reporting

Rationale: Carbon Valley Academy conducts their own personnel performance evaluations. Therefore, Carbon Valley Academy should not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I).

Replacement Plan: Carbon Valley Academy utilizes its own personnel performance evaluation systems as agreed to in the charter school contract with St. Vrain Valley School District. The evaluation 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 methods used for the evaluation system include quality standards that are clear and relevant to the administrators' and teacher's roles and responsibilities and have the goal of improving student academic achievement. Carbon Valley Academy will not be required to report their teacher evaluation data; however, teacher performance data will be reviewed by the school and used to inform hiring practices and professional development.

Duration of the Waivers: Carbon Valley Academy requests that the waiver be for the duration of its contract with the district.

Financial Impact: Carbon Valley Academy anticipates that the requested waiver will have no financial impact upon the budget of either the District or Carbon Valley Academy.

How the Impact of the Waivers will be Evaluated: The impact of the waiver will be evaluated based on student achievement results and the attainment of teacher quality standards. Expected Outcome: As a result of this waiver, Carbon Valley Academy will be able to implement its program and evaluate its teachers in a manner that produces greater accountability to the school.

C.R.S. SS 22-32-109(1)(n)(1)

Board's duty to prescribe length of school year and hours of teacher-pupil instruction and to adopt a calendar.

C.R.S. SS 22-32-109 (1)(n) (II)(B)

Adopt District Calendar

Rationale: The school will prescribe the actual details of its own school calendar and hours of teacher-pupil contact. The total number of student hours in school will equal or exceed those of the District and comply with state requirements.

Replacement Plan: The final calendar and school day of Carbon Valley Academy will be approved each year by the Governing Board.

Duration of the Waivers: Carbon Valley Academy requests that the waiver be for the duration of its contract with the district.

Financial Impact: Carbon Valley Academy anticipates that the requested waiver will have no financial impact upon the budget of either the District or Carbon Valley Academy.

How the Impact of the Waivers will be Evaluated: The impact of the waivers will be measured by the same performance criteria and assessments that apply to the Charter School, as set forth in the approved Application and the Contract.

Expected Outcome: As a result of this waiver, Carbon Valley Academy will be able to operate with its own school year calendar and under its own schedule, which is vital to the success of its program.

C.R.S. SS 22-32-119 Permits Board of Education to establish and maintain kindergarten and prescribe courses of training, study, discipline and rules and regulations governing the program. Rationale: Carbon Valley Academy will operate its own kindergarten program in accordance with the approved Application and the Contract. Carbon Valley Academy should be authorized to develop, adopt, and implement the training, study, discipline and rules and regulations governing its kindergarten program, subject to the limitations in the approved Application and the Contract.

Replacement Plan: Carbon Valley Academy will provide its own curriculum for kindergarten students as part of its design.

Duration of the Waivers: Carbon Valley Academy requests that the waiver be for the duration of its contract with the district.

Financial Impact: Carbon Valley Academy anticipates that the requested waiver will have no financial impact upon the budget of either the District or Carbon Valley Academy.

How the Impact of the Waivers will be Evaluated: The use of the funds to accomplish the objectives will be assessed, as well as the effectiveness of the policy based on the annual review of the school's effectiveness and student achievement.

Expected Outcome: Carbon Valley Academy expects that as a result of this waiver it will be able to operate its kindergarten program to the benefit of the students, teachers and community and ensure that students have the time to achieve the curricular standards of the school.

C.R.S. SS 22-32-120 A Board of Education may establish, maintain, equip, and operate a food service facility.

Rationale: Carbon Valley Academy is requesting the authority to provide food service independently from other schools in the district.

Replacement Plan: The Board at Carbon Valley Academy, will make the determination as to the food service program as well as provide for students qualifying for the free or reduced lunch program.

Duration of the Waivers: Carbon Valley Academy requests that the waiver be for the duration of its contract with the district.

Financial Impact: Carbon Valley Academy anticipates that the requested waiver will have no financial impact upon the budget of either the District or Carbon Valley Academy.

How the Impact of the Waivers will be Evaluated: The use of the funds to accomplish the objectives will be assessed, as well as the effectiveness of the policy through the school's annual review.

Expected Outcome: As a result of this waiver Carbon Valley Academy will be able to address the food service that best meets the needs of the students as well as the facilities' limitations.

C.R.S. SS 22-63-201 Prohibits Board from entering into an employment contract with a person who does not hold a teacher's certificate or letter of authorization.

Rationale: Carbon Valley Academy's contract with the St. Vrain Valley School District provides that Carbon Valley Academy is solely responsible for selecting, supervising, disciplining, determining compensation for and terminating its' employees. Selection of personnel is subject to compliance with all federal and state rules and regulations including regulations of highly qualified staff as defined in NCLB.

Replacement Plan: Carbon Valley Academy will, where possible, hire certified teachers and principals. However, in some instances it may be beneficial for Carbon Valley Academy to be able to hire teachers without a certificate who possess unique background and/or skills or fill a need for the school. All staff teaching core content will be Highly Qualified. Carbon Valley Academy will require such people to obtain a certificate within a designated period of time.

Duration of the Waivers: Carbon Valley Academy requests that the waiver be for the duration of its contract with the district.

Financial Impact: Carbon Valley Academy anticipates that the requested waiver will have no financial impact upon the budget of either the District or Carbon Valley Academy.

How the Impact of the Waiver will be Evaluated: The impact of these waivers will be measured by the evaluation system that apply to Carbon Valley Academy including its financial reporting arrangements, as set forth in the approved application and the contract.

Expected Outcome: As a result of these waivers, Carbon Valley Academy will be able to employ professional staff possessing unique skills, and/or backgrounds, or filling needed positions.

C.R.S. SS 22-63-202 Requires a written employment contract with teachers, including a damages provision. Provides for temporary suspension of employment and cancellation of contract.

C.R.S. SS 22-63-203 This section establishes specific requirements for the employment of probationary teachers and the renewal or not, of their contracts

Rationale: Carbon Valley Academy should be granted the authority to develop its own employment contracts and terms and conditions of employment. Given the limited duration of the contract, Carbon Valley Academy should not be required to give non-probationary status and probationary periods to its teachers. Carbon Valley Academy will be operating differently from other schools with a unique curriculum for which having the proper teachers is essential. Not every teacher who is successful in the regular public school will be successful in Carbon Valley Academy.

Replacement Plan: The contract between Carbon Valley Academy and the St. Vrain Valley School District requires staff to be employed on a year-to-year basis as "at-will" employees.

Duration of the Waivers: Carbon Valley Academy requests that the waiver be for the duration of its contract with the district.

Financial Impact: Carbon Valley Academy anticipates that the requested waiver will have no financial impact upon the budget of either the District or Carbon Valley Academy

How the Impact of the Waiver will be Evaluated: The impact of these waivers will be measured by the performance criteria and assessments that apply to Carbon Valley Academy including its financial reporting arrangements, as set forth in the approved application and the contract.

Expected Outcome: Carbon Valley Academy expects that as a result of these waivers, it will be able to operate its educational program in a more efficient and productive manner and will be accountable for the performance of teachers and students in Carbon Valley Academy.

C.R.S. SS 22-63-206 Permits transfer of teachers between schools upon recommendation of the district's chief administrative officer.

Rationale: The Charter Schools Act allows a charter school to be responsible for its own personnel matters. It is inconsistent with this statute for St. Vrain Valley School District to make transfers with/or for Carbon Valley Academy.

Replacement Plan: Carbon Valley Academy will make staff assignments based on its needs and educational goals. No staff will be assigned to positions for which they are not qualified. St. Vrain Valley School District administrators will not assign administrators or teachers to Carbon Valley Academy without said teacher/administrators voluntarily proceeding through the application and employment process of Carbon Valley Academy.

Duration of the Waivers: Carbon Valley Academy requests that the waiver be for the duration of its contract with the district.

Financial Impact: Carbon Valley Academy anticipates that the requested waiver will have no financial impact upon the budget of either the District or Carbon Valley Academy.

How the Impact of the Waiver will be Evaluated: The impact of these waivers will be measured by the performance criteria and assessments that apply to Carbon Valley Academy including its financial reporting arrangements, as set forth in the approved Application and the contract.

Expected Outcome: Carbon Valley Academy expects that, because of this waiver, it will be able to manage its own personnel affairs. Consistent with the terms of the approved Application, the Contract and the Colorado Charter Schools Act, Carbon Valley Academy will provide the opportunity for teachers to transfer back into the district if they choose.

C.R.S. 22-7-1014(2)(a) Requires each district to administer the school readiness assessment to each student.

Rationale: Carbon Valley Academy Charter School should have the authority to implement relevant curriculum and assessments that ensure students success in higher learning. The domains of physical well-being, motor development, social-emotional development, language, and comprehension development; and cognition and general knowledge are assessed daily due to the present curriculum and assessments. Support is readily available through numerous avenues throughout the program.

Replacement Plan: Carbon Valley Academy K-8 Charter School has a full day Kindergarten program utilizing the Core Knowledge curriculum in addition to the Common Core/State Standards.

1. Physical well-being and motor development:

- Full day students participate every 5 days in a structured physical education class meeting or exceeding state standards. Students are assessed on motor-development skills acquired

throughout the year. In addition, students participate in recess daily, and GoNoodle activities that further encourage gross motor development.

- Students participate every 5 days in Art education outside of the classroom and participate daily in art education meetings or exceeding state standards. Development of fine motor skills is achieved through drawing, painting, and making objects. Students are assessed on fine motor skills acquired throughout the year.
- Students participate every 5 days in music education daily, meeting, or exceeding state standards. Students participate in a variety of movement and rhythm exercises. Students are assessed throughout the year
- Students participate every 5 days in tech classes that teach the basics of functions of a computer coding and keyboarding but in addition we emphasize thinking strategies like: Computational Thinking (Learner), Equity Leader (Leader), Collaborating Around Computing (Collaborator), Creativity & Design (Designer) and Integrating Computational Thinking (Facilitator)
- Assessment information is gathered by observation protocols based on appropriate developmental guidelines and State Standards in the area of physical well-being and motor development.

2. Social-emotional development (based on Colorado Academic Standards)

- Students are instructed in character education lessons throughout the day. This includes classroom, assembly, recess, and hallway expectations as well as manners and conflict resolution protocols. Students are recognized for demonstrating positive and appropriate behavior.
- Various classroom positive behavior techniques are implemented. These include positive affirmations, positive behavior referrals, individual behavior charts, and whole class rewards. This is to strengthen self-regulation and executive-function that help them pay attention, remember directions, and control their behavior.
- Students are instructed in Character Traits every day in the classroom with a new trait highlighted each month and children receive awards for demonstrating the trait. This program helps students develop social-emotional skills such as making friends, managing emotions, and solving problems to set them on the path for social success and academic readiness as well as learn how to be part of a community.
- Assessment information is gathered by observation protocols by the classroom teacher based on appropriate developmental guidelines and Colorado Academic Standards.

3. Language and comprehension development (based on State Standards)

- Students receive instruction 90 minutes each day using CKLA reading program. This program works on reading, writing, listening, and speaking and builds vocabulary and knowledge. Students master sounds and letters for fluent decoding and encoding to build knowledge, language and vocabulary that are essential for comprehension. Assessments are administered biweekly to monitor growth.

- PALS assessment is administered three times per year. All kindergarten students are progress monitored every two or three weeks to note progress. If the student is far below benchmark on two consecutive administrations, the student is placed on a READ plan and given an additional 30 minutes of small group instruction.

4. Cognition and general knowledge (based on State Standards)

- Students receive a minimum of 80 minutes in middle school and 90 minutes in K-5 of math instruction using Engage NY. This curriculum is based on the common core/state standards for math. Assessment is given every 5 lessons to monitor progress. Students who fall behind are given additional time in small groups or a 1:1 session with the teacher in the area of need.
- Science – Students are instructed on various topics based on the Colorado Academic Standards including Plants and Animals; Animals and Their Needs; Human Body (including taking care of their body with exercise, cleanliness, healthy foods, and rest); Introduction to Magnetism; Seasons and Weather; and Taking care of the Earth. Assessment is given regularly to monitor progress.
- History/Social Studies which includes Geography – Students are instructed on various topics based on the Colorado Academic Standards including: Geography – Spatial Sense (working with maps and globe students recognize rivers, lakes, mountains, Atlantic and Pacific Oceans and North and South Pole.); an overview of the seven continents; Native American Peoples, Past and Present; Early Exploration and Settlement (including the voyage of Columbus, the Pilgrims, and Independence Day), Presidents, Past and Present (including Washington, Jefferson, Lincoln, Theodore Roosevelt, and current United States President), and symbols and Figures (including the American Flag, Statue of Liberty, Mount Rushmore, and The White House). Assessments are given regularly to monitor progress.
- Assessments information is gathered from formal curriculum assessments and classroom teacher observations based on appropriate developmental guidelines and State Standards.

Any student not making adequate growth in any of the above areas receives MTSS (Multi-Tiered System of Support) strategies in small groups or 1:1 instruction. MTSS plans are to develop a team of teachers that includes guardians and classroom teachers. The information includes results of formal assessments, informal assessments, and developmental checklists. This information is housed in Unified Insight, which is an internet-based achievement data management system. The 'warehouse' function of this program brings together achievement data from many sources, generates student and summary reports and allows for distribution to appropriate MTSS personnel. If students do not respond with adequate growth following this intervention, they may be referred to a Physical/Occupational Therapist; Psychologist; Speech/Language Therapist, SPED Teacher; Counselor or Mental Health Therapist for further assessment. These assessment results are held in EDUclimber.

Methods and assessments used are clear and relevant and have the goal of improving student academic growth and meeting the intent of the quality standards established in State Statute 22-7-1014(2)(a).

Duration of the Waiver: Carbon Valley Academy requests that the waiver be for the duration of its contract with the St. Vrain Valley School District.

Financial Impact: Carbon Valley Academy Charter School anticipates that the requested waiver will have no financial impact upon St. Vrain Valley School District or Carbon Valley Academy. How the Impact of the Waiver will be evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to Carbon Valley Academy's curriculum and the overall program design.

Expected Outcomes: Carbon Valley Academy Charter School expects that as a result of this waiver, we will be able to continue to provide appropriate assessments and support that ensure student success in higher levels of learning in all academic content areas.