


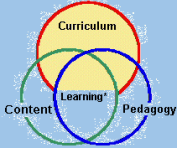


Waivers Overview

| Innovation Area | | <h1 style="text-align: center;">DRAFT 2-15-17</h1> <h2 style="text-align: center;">Conditions for Innovation - School Flexibilities and Autonomies</h2> <p style="text-align: center;">Waivers have been voted on and approved by THE Staff 2-1-17 * Draft still must be approved by District Leadership and Legal</p> | Type of Waiver | | |
|--|---|--|----------------|-------|------------------|
| | | | District | State | Master Agreement |
| <p>Time</p>  | <p>22-32-109A and B: School Schedule/Calendar State Policy</p> | <p>School Calendar: In accordance with the innovation plan, the school shall determine the length of time the school will be in session during the following year. To ensure that the school calendar is shared with the Adams 12 Board, school employees, and parents in a timely manner, school leadership in collaboration with the ILT and any delegated staff leadership committee, will determine the following year's school calendar by May 1st each year.</p> <p>The school year calendar adopted by the school will meet or exceed minimum district and state determinations for the length of time during which schools shall be in session during the next school year. 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.</p> | X | X | |
| <p>People</p>  | <p>22-63-201: Teacher Employment Act-Compensation & Dismissal Act-Requirement to hold a certificate</p> | <p>Licensure: The school will employ highly qualified and licensed teachers for teaching of core content pursuant to the federal ESSA Act. Teachers in all necessary areas will be highly qualified. The school may employ non-licensed personnel for supplemental and enrichment instruction as necessary to implement the innovation plan. Any non-licensed staff will be hired under the established hiring process at the innovation school.</p> | X | X | |
| | <p>Article 12: In-building Transfers</p> | <p>Teacher Assignment: In order for THE to meet the building programming needs, student needs, and staff leadership opportunities we will use an in-building interview process that includes Administration and School Leadership Team with the support of Appendix E as needed to determine teacher reassignment within the building.</p> | | | X |
| | <p>Article 1: Definitions: 1.7 School Year Article 27: Non-Teaching Duties: 27.17</p> | <p>Teacher Contract: Contract year for teachers may be extended to include additional mandatory professional development days prior to the start and/or end of the school year. Teachers will be compensated for additional days via stipend that is determined based on the average rate of pay.</p> | | | X |

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| | 14.10 Miscellaneous provision under Article 14 (Personnel Appraisal System) | Videotaping of lessons will take place during Observation Feedback Cycles and Culture Walkthroughs. Video footage may be viewed by the teacher, administrator and/or Coach and will take place for the purpose of growth and development. Video footage will not be shared with any additional people without permission from the teacher. | | | X |
| | THE School Practice | Observation/Feedback will be conducted by administration, instructional coaches and teacher leaders Support and training will be provided to teacher leaders, including a class required by the state. This will be outlined in the Teacher Leadership Pathway information and staff handbook. | | | |
| | THE School Practice | Building Orientation Team will work with the District Induction Coordinator to develop a side by side program to meet the needs of teachers and to limit the time they are pulled from instruction due to our expanded day. In conjunction with the District Induction Coordinator, THE may choose to opt out of District mandatory Professional Development and will replace those trainings at the school level. The school will determine the value of all staff training, workshops, and conferences as it relates to the school's mission and vision. All of the school's professional development shall be approved by the school's principal and the leadership team. | | | |
| Money  | Appendix C: Co-curricular Salary Schedule, Department Chair and Leadership | Budget - In order to sustain the expanded day and enrichment program, THE will waive the way Appendix C distributes funds. This will allow leadership, co-curricular and grade level chair money to be lumped together so that money can be distributed for student Enrichment opportunities and compensate teachers for leadership duties performed. Leadership/Co-curricular funds will be distributed to certified and classified staff first. If there is additional co-curricular money available after funding clubs and enrichment, those funds would be used for additional leadership positions. The distribution of money will be determined by school leadership team. | | | X |
| | THE School Practice | Additional Compensation: In conjunction with the Human Resources department develop a plan to provide additional compensation based on school specific school roles and responsibilities. Present information to Strategic Compensation Committee for school funding. | | | |
| Programming  | THE School Practice | Science and Social Studies: THE will Develop a rationale to determine the scheduling of units and daily instruction for Science and Social Studies. This will be communicated with Learning Services and a pacing calendar will be shared with the Curriculum Coordinator and CAO. | | | |