

CHARTER SCHOOL CONTRACT

between

**SCHOOL DISTRICT NO. 1 IN THE
CITY AND COUNTY OF DENVER
DENVER PUBLIC SCHOOLS**

and

**ODYSSEY SCHOOL OF DENVER
(A CHARTER SCHOOL)**

JULY 2016

APPENDIX F
State Waiver Replacement Language

Contact Information
School Name: Odyssey School of Denver
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Charter School Waiver Contact's Phone Number: 303 316 3944
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Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
C.R.S. § 22-9-106 <u>Local Board of Education-Duties-Performance Evaluation System</u>
C.R.S. § 22-2-112(1)(q)(l) <u>Commissioner-Duties</u>
Rationale: The school leader of Odyssey School of Denver must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a Type D certificate, this should not preclude him or her from administering the evaluations under the direction of the head of school. The BOD must also have the ability to perform the evaluation for the school leader. Additionally, Odyssey School of Denver 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)(l)
Replacement Plan: Odyssey School of Denver uses its own evaluation system as agreed to in the Charter School Agreement with Denver Public Schools and therefore should not be required to report their teacher evaluation data. Odyssey School of Denver's evaluation system will continue to meet the intent of the law as outlined in statute. The methods used Odyssey School of Denver's evaluation system includes quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. In addition, the evaluation data is used to inform professional development decisions for each teacher. Core course level participation will continue to be reported PURSUANT TO C.R.S. 22-11-503.5, as this is a non-waivable statute.
Duration of Waivers: Odyssey School of Denver requests that the waiver be for the duration of its contract with the Denver Public Schools.
Financial Impact: Odyssey School of Denver anticipates that the requested waiver will have no financial impact upon Denver Public Schools or Odyssey School of Denver.
How the Impact of the Waivers Will be Evaluated: 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 performance criteria and assessments that apply to the school, as set forth in this Charter School Agreement.
Expected Outcome: With this waiver, the school will be able to implement its program and evaluate its teachers in accordance with its Performance Appraisal System, which 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.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
<p>C.R.S. §22-32-109(1)(n)(I) Board of Education- Specific Duties School Calendar</p> <p>C.R.S. §22-32-109(1)(n)(II)(B) Board of Education-Specific Duties Adoption of District Calendar</p>
<p>Rationale: The school year at Odyssey School of Denver will total approximately (X days) per year which exceeds the current requirement in state statute. Odyssey School of Denver will prescribe the actual details of its own school calendar to best meet the needs of its students. The local board will not set these policies and Odyssey School of Denver will have a calendar that differs from the rest of the schools within the district.</p>
<p>Replacement Plan: The final calendar and the school's daily schedule will be designed by Odyssey School of Denver and will meet or exceed the expectations in state statute</p>
<p>Duration of Waivers: Odyssey School of Denver requests that the waivers be for the duration of its contract with the Denver Public Schools.</p>
<p>Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Denver Public Schools or Odyssey School of Denver.</p>
<p>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 this Charter School Agreement.</p>
<p>Expected Outcome: As a result of these waivers, the school will be able to implement the necessary policies to increase student achievement.</p>

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
<p>C.R.S. § 22-63-201 Employment. Certificate required Prohibits board from entering into an employment contract with a person who does not hold a teacher's certificate or letter of authorization.</p> <p>C.R.S. § 22-63-202, C.R.S. <u>Teacher employment, contracts in writing-duration-damage provision</u></p>
<p>Rationale: Odyssey School of Denver should be granted the authority to hire teachers and principals that will support the school's 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. The school will seek to attract school leaders and teachers from a wide variety of backgrounds, including, but not limited to teachers from out-of-state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience. All employees of Odyssey School of Denver will be employed on an at-will/annual basis. All employees of Odyssey School of Denver will meet Federal Highly Qualified Requirements (i.e.: hold a degree and demonstrated subject-matter competency).</p>

<p>Replacement Plan: The school will, as appropriate, hire certified teachers and principals. However, in some instances it may be advantageous for the school to be able to hire Highly Qualified teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Odyssey School of Denver.</p>
<p>Duration of Waivers: Odyssey School of Denver requests that the waivers be for the duration of its contract with the Denver Public Schools.</p>
<p>Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Denver Public School or Odyssey School of Denver.</p>
<p>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 this Charter School Agreement.</p>
<p>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.</p>

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
<p>10. C.R.S. § 22-63-203 <u>Probationary Teachers -renewal and non-renewal of employment contract</u></p> <p>Provides for contract with probationary teachers and allows for non-renewal and renewal of employment contract.</p>
<p>Rationale: Odyssey School of Denver should be granted the authority to develop its own employment agreements 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 Odyssey Academy. All employees of Odyssey Academy will be employed on an at-will basis.</p>
<p>Replacement Plan: Odyssey School of Denver has teacher agreement with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher.</p>
<p>Duration of Waivers: Odyssey School of Denver requests that the waivers be for the duration of its contract with the Denver Public Schools.</p>
<p>Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Denver Public Schools or Odyssey School of Denver.</p>
<p>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 this Charter School Agreement.</p>
<p>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.</p>

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
C.R.S. § 22-63-205 Teacher Employment Act – Exchange of teachers out of state or foreign.
Rationale: Odyssey School of Denver needs the flexibility to hire quality instructors regardless of their location. Odyssey will follow HQT guidelines and hiring best practices to recruit teachers to Colorado. Out of state and foreign teachers can be hired by Odyssey under the CDE Alternative License process.
Replacement Plan: Odyssey school will hire teachers on a best qualified basis and will consider teachers who reside in Colorado as well as those who do not.
Duration of Waivers: Odyssey School of Denver requests that this waiver be for the duration of its contract with the Denver Public Schools.
Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Denver Public Schools or Odyssey School of Denver.
How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school, as per this Charter School Agreement.
Expected Outcome: As a result of these waivers, the school will be able to implement the necessary policies to increase student achievement.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
C.R.S. § 22-63-206 Teacher Employment, Compensation and Dismissal Act Permits transfer of teachers between schools upon recommendation of district's chief administrative officer.
Rationale: Odyssey School of Denver is granted the authority under the Charter School Agreement to select its own teachers. No other school or the Denver Public Schools should not have the authority to transfer its teachers into Odyssey School of Denver or transfer teachers from Odyssey School of Denver to any other schools, except as provided for in the Charter School Agreement.
Replacement Plan: The school will hire teachers on a best qualified basis. There is no provision for transfers.
Duration of Waivers: Odyssey School of Denver requests that this waiver be for the duration of its contract with the Denver Public Schools.
Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Denver Public Schools or Odyssey School of Denver.
How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school, as set forth in this Charter School Agreement.

Expected Outcome: The 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.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S § 22-7-1014(2)(a) Preschool Individualized Readiness Plans – School readiness – Assessments**

Requires each district to administer the school readiness assessment to each student.

Rationale: Odyssey School of Denver should have the authority to utilize 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 based throughout the program.

Replacement Plan:

The Odyssey School of Denver utilizes the EL Education curriculum, which follows State Standards and has been instrumental in writing curriculum nationally for the Common Core Standards.

1. Physical well being and motor development:

- Students participate multiple times per week in structured Physical Education classes that meet or exceed state standards. Students are assessed on motor-development, social emotional skills and rhythm and movement acquired throughout the year. In addition students have ample opportunities thru recess and snack time to explore and practice their own avenues of physical well being and making positive choices for their bodies.
- Students participate multiple times per week in Studio Art education classes that meet or exceed state standards. The development of fine motor skills are achieved through drawing, painting and a wide variety of artistic expressions. Students are assessed on fine motor skills acquired throughout the year.
- Students are exposed to different forms of technology used in both the testing and learning environments. I pads, laptops, books on tape and camera/video equipment are available to students as needed and appropriate.
- 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 State Standards)

- Odyssey students learn the majority of their social-emotional skills using the metaphor of being an active crew member, as opposed to a passenger, in a boat. Children learn that being 'crew not passenger' brings the whole class to a higher level of success and that their acts of 'crew' are rewarded with appreciation and respect from their 'crew-mates', teachers and families.
- Assessment information is gathered by observation protocols throughout the school and school year. This includes classroom, cafeteria, recess and hallway expectations. The highest

form of valuation, though, is self-assessment seen in it's highest form at student led conferences. This helps students develop social-emotional skills such as making friends, advocating for themselves and others, managing emotions and solving problems to set them on the path for social success and academic readiness.

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

- Students receive daily instruction in literacy, either in full crews (26 students) or small groups (about 13 children).
- Daily individual reading with parents and care-givers starts each day. The DRA assessment is administered three times per year. In addition, the STAR assessment is administered three times per year or more as needed.

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

- Students receive daily instruction in literacy, either in full crews (26 students) or small groups (about 13 children).
- Science/History/Geography – The kindergarten Expedition is based largely on the insect world. Students learn about what it takes to be an insect, the common parts of insects, which insects are native to our part of the world, and what part insects play in the overall ecosystem we share with them. Their learning includes the use of various tools including books, online resources, maps and local experts.
- Assessments information is gathered from formal curriculum assessments and classroom teacher observations based on appropriate developmental guidelines and State Standards.

Students not making adequate growth in any of the above areas receive Response to Intervention strategies.

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

Duration of Waivers:

Odyssey School of Denver requests that the waiver be for the duration of its contract with Denver Public Schools.

Financial Impact: Odyssey School of Denver does not foresee any financial impact of this waiver to the school or to Denver Public Schools.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to Odyssey School of Denver's curriculum and the overall program design.

Expected Outcome: Odyssey School of Denver 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.