



## Charter School Waiver Request Addendum

*Use the addendum template below to list the non-automatic waiver(s) from statute and rule and the related replacement plans that the charter school is requesting.*

<b>School Name: North Routt Community Charter School</b>
<b>School Address (mailing): 26990 Eagle Lane, Clark, CO 80428</b>
<b>Charter School Waiver Contact Name: Susan Marshall</b>
<b>Charter School Waiver Contact's Phone Number: 970-819-0901</b>
<b>Charter School Waiver Contact's Email: smarshall@northrouttcharter.org</b>

Of the following automatic waivers, we are invoking the following (noted in **RED**):

Charter School Automatic Waivers as of 6/2/17	
Statutory Citation	Description
22-32-109(1)(f), C.R.S.	Local board duties concerning selection of staff and pay
22-32-109(1)(t), C.R.S.	Determine educational program and prescribe textbooks
22-32-110(1)(h), C.R.S.	Local board powers-Terminate employment of personnel
22-32-110(1)(i), C.R.S.	Local board duties-Reimburse employees for expenses
22-32-110(1)(j), C.R.S.	Local board powers-Procure life, health, or accident insurance
22-32-110(1)(k), C.R.S.	Local board powers-Policies relating the in-service training and official conduct
22-32-110(1)(ee), C.R.S.	Local board powers-Employ teachers' aides and other non-certificated personnel
22-32-126, C.R.S.	Employment and authority of principals
22-33-104(4), C.R.S.	Compulsory school attendance-Attendance policies and excused absences
22-63-301, C.R.S.	Teacher Employment Act-Grounds for dismissal
22-63-302, C.R.S.	Teacher Employment Act-Procedures for dismissal of teachers
22-63-401, C.R.S.	Teacher Employment Act-Teachers subject to adopted salary schedule
22-63-402, C.R.S.	Teacher Employment Act-Certificate required to pay teachers
22-63-403, C.R.S.	Teacher Employment Act-Describes payment of salaries
22-1-112, C.R.S.	School Year-National Holidays

<b>Statutory Citation and Title</b>
<b>C.R.S. §22-32-109(1)(n)(II)(A). Local Board Duties Concerning Contact Hours.</b> Teacher Pupil Contact Hours
<b>Rationale:</b> NRCCS will prescribe the actual details of teacher-pupil contact hours to best meet the needs of students. The District board will not set these policies.

<p><b>Replacement Plan:</b> NRCCS will prescribe the actual details of teacher-pupil contact hours instead of the Steamboat Springs School District Board, and hours will meet or exceed the current requirements in statute.</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.</p>
<p><b>Financial Impact:</b> The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> 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 Agreement.</p>
<p><b>Expected Outcome:</b> The school will be able to implement the necessary policies to increase student achievement.</p>

<p><b>Statutory Citation and Title:</b>  <u><b>C.R.S. § 22-9-106.</b></u> <b>Local Board of Education Duties Concerning Performance Evaluations.</b>  This section requires that employee performance evaluations be performed as set forth by the Steamboat Springs School District.</p>
<p><b>Rationale:</b>  The NRCCS will be responsible for its own personnel matters, including supervision and evaluation of personnel and the method for conducting such evaluations. The NRCCS Director must have the ability to perform the evaluation of all personnel. The NRCCS BOD must also have the ability to perform the evaluation for the director of school.</p>
<p><b>Replacement Plan:</b>  NRCCS uses its own evaluation system as agreed to in the Charter School Agreement with Steamboat Springs School District. NRCCS’s evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for NRCCS’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.</p>
<p><b>Duration of Waivers:</b>  We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.</p>
<p><b>Financial Impact:</b>  NRCCS anticipates that the requested waiver will have no financial impact upon the Steamboat Springs School District or the NRCCS budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b>  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.</p>
<p><b>Expected Outcome:</b></p>

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.

**Statutory Citation and Title**

**C.R.S. § 22-32-109 (I)(b). Boards of Education. Specific Duties.**

Grants board of education the authority to adopt policies and prescribe rules and regulations for efficient administration of the district.

**Rationale:**

NRCCS will be operating independently from other schools in the Steamboat Springs School District and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

**Replacement Plan:**

The Board of Directors of NRCCS will adopt policies and the director/principal of NRCCS will prescribe rules and regulations.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:**

The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its budget.

**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 NRCCS, as set forth in this Charter School Agreement.

**Expected Outcome:**

NRCCS will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

**Statutory Citation and Title**

**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:** NRCCS should be granted the authority to hire teachers and principals that will support the schools goals and objectives. The principal 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 principals 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 NRCCS will be employed on an at-will basis. All employees of NRCCS will meet Federal Highly Qualified Requirements (i.e.: hold a degree and demonstrated subject-matter competency).

**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 NRCCS.

**Duration of Waivers:** NRCCS requests that the waivers be for the duration of its contract with the Steamboat Springs School District. Therefore, the waiver is requested for five (5) academic operating years, through June 30, 2025.

**Financial Impact:**

The school anticipates that the requested waivers will have no financial impact on the Steamboat Springs School District or NRCCS.

**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 Agreement.

**Expected Outcome:**

The school will be able to employ professional staff possessing unique skills and/or background filling all staff needs.

**Statutory Citation and Title**

**C.R.S. § 22-63-201. Teacher Employment. Certification required.**

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

**C.R.S. § 22-63-202. Teacher Employment, contracts in writing-duration-damage provision.**

**Rationale:**

NRCCS will be operating independently from other schools in the Steamboat Springs School District and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

**Replacement Plan:**

The Board of Directors of NRCCS will adopt policies and the director/principal of NRCCS will prescribe rules and regulations.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:**

The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its budget.

**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 NRCCS, as set forth in this Charter School Agreement.

**Expected Outcome:**

NRCCS will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

**Statutory Citation and Title**

**C.R.S. §22-32-109(1)(n)(II)(A). Local Board Duties Concerning Contact Hours.**

Teacher Pupil Contact Hours

**Rationale:** NRCCS will prescribe the actual details of teacher-pupil contact hours to best meet the needs of students. The District board will not set these policies.

**Replacement Plan:** NRCCS will prescribe the actual details of teacher-pupil contact hours instead of the Steamboat Springs School District Board, and hours will meet or exceed the current requirements in statute.

**Duration of Waivers:** We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its 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 Agreement.

**Expected Outcome:** The school will be able to implement the necessary policies to increase student achievement.

**Statutory Citation and Title**

**C.R.S. § 22-63-203. Probationary teacher—renewal and non-renewal of employment contract**  
Provides for contracts with probationary teachers and allows for non-renewal and renewal of employment contracts.

**Rationale:** NRCCS 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 NRCCS. All employees of NRCCS will be employed on an at-will basis.

**Replacement Plan:** NRCCS has teacher agreements with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on the Steamboat Springs School District or NRCCS.

**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 Agreement.

**Expected Outcome:** The school will be able to employ professional staff possessing unique skills and/or background, filling all staff needs.

**Statutory Citation and Title**

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

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

**Rationale:** NRCCS is granted the authority under the Charter School Agreement to select its own teachers. No other school nor the Steamboat Springs School District should have the authority to transfer its teachers into NRCCS or transfer teachers from NRCCS 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:**

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on the Steamboat Springs School District or the school.

**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 NRCCS, as set forth in the 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.

**Statutory Citation and Title**

**C.R.S. § 22-33-105. Suspensions, expulsion and denial of admission of students.**

Provides conditions and procedures for suspensions, expulsion, denial of admission

**Rationale:** NRCCS will be responsible for creating the written policy setting forth the school's requirements regarding the suspension, expulsion or denial of admission for students enrolled or desirous of enrollment at NRCCS. The Steamboat Springs School District reserves the right to approve the plan once it has been created, as stated in the Charter Contract.

**Replacement Plan:** NRCCS will be responsible for creating the written suspension and expulsion policy for the school. The plan will meet or exceed the expectations set forth in state law.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:** The school anticipates that the requested waiver will have no financial impact on the Steamboat Springs School District or NRCCS..

**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.

**Expected Outcome:** The school will be able to implement the necessary policies to increase student achievement.

**Statutory Citation and Title**

**C.R.S. § 22-32-120. Food Services.**

Grants district board the right to establish and maintain food services.

**Rationale:** NRCCS will be operating independently from other schools in the Steamboat Springs School District and will not be able to afford a food service within its current facility.

**Replacement Plan:** NRCCS, through collaboration with a local business, provides affordable meals to any student family that desires such service. Additionally, through local donations, NRCCS will provide emergency meals and snacks for children that forgot to bring food. NRCCS will not feed children on a regular basis.

**Duration of Waivers:** We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:** NRCCS anticipates that the requested waiver will have no financial impact upon the Steamboat Springs School District or the NRCCS budget.

**How the Impact of the Waivers Will be Evaluated:** NRCCS will monitor the number of children who arrive at school without food. This will allow the school to raise community money to support children in need, if necessary.

**Expected Outcome:** With this waiver, NRCCS will support its students with food as necessary.

**Statutory Citation and Title**

**C.R.S. §22-2-112(1)(q)(I) Commissioner-Duties**

**Rationale:** NRCCS has established a performance evaluation system and received a waiver from CRS 22-9-106 enabling its use of that system. Due to this prior waiver, NRCCS 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:** If granted this waiver, NRCCS will not be required to report their teacher evaluation data through the Teacher Student Data Link collection process. However, the data provided by NRCCS’s teacher evaluation system is a critical component in the decision-making process for retention, promotion and placement of the school’s teachers. 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:** We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:** NRCCS anticipates that the requested waiver will have no financial impact upon the Steamboat Springs School District or the NRCCS budget.

**How the Impact of the Waivers Will be Evaluated:** The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in NRCCS charter school contract.

**Expected Outcome:** The measurement of the level of performance for teaching staff shall include, but not be limited to, a standard for measuring performance as it is directly related to classroom instruction and shall include multiple measures of student growth and performance as of paramount importance. With this waiver, NRCCS will be able to focus efforts on reviewing the teacher evaluation data as a basis for communicating recommendations for improvement and identifying professional development opportunities.

**Statutory Citation and Title**

**C.R.S. §22-7-1014(2)(a) School Readiness**

Each district administers the school readiness assessment to each student.

**Rationale:** North Routt Community 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 based throughout the program.

**Replacement Plan:** North Routt Community Charter School has a full day Kindergarten program utilizing the Common Core/State Standards as well as other vetted curriculum.

1. Physical well-being and motor development:

- Students participate daily in a physical education class exceeding state standards. Students are assessed on motor-development skills acquired throughout the year within our Physical Education benchmark testing. In addition, students participate in a

structured daily recess program that encourages gross motor development. Through our outdoor wellness and education program students participate in all day physical education trips twice monthly throughout the school year which include biking, hiking, and cross-country skiing. An occupational therapist assists in ensuring students are meeting gross motor skill development.

- Students participate in weekly Art education meetingsP or exceeding state standards. Additionally, students participate in art- rotation days held throughout the school year. The handwriting curriculum Handwriting Without Tears is utilized to further develop fine motor skills in writing. Development of fine motor skills is achieved through drawing, painting, sculpting, cutting, and manipulating art tools. Students are assessed on fine motor skill throughout the year, with the assistance and expertise of an occupational therapist.
- Students participate weekly in music education meeting or exceeding state standards. Daily music is integrated throughout the day including during PE and recess structured time. Movement and rhythm exercises are included in music education. Students are assessed throughout the year.
- Students participate in weekly keyboarding. Students utilize technology daily, learning keyboarding and how to manipulate the various functions of the computer, and I pads. Students are assessed throughout the year.
- 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)

- Students are instructed in the positive behavior support system designed by the school. This includes classroom, cafeteria, recess and hallway expectations. Students are reward for the positive behavior they demonstrate.
- Various classroom and school-wide positive behavior techniques are implemented. These include individual behavior charts, and whole class rewards. Character trait cards are given to reinforce positive behavior, and students are recognized weekly for their cards, and monthly in a drawing for prizes. This is to strengthen self-regulation and executive function that helps them pay attention, follow directions and use self-control.
- Students are taught social-emotional skills through our character education (Respect, Integrity, Courage, Compassion, Curiosity, and Creativity) which are reflected daily and periodically in student goals and portfolios.
- The School Counselor consults weekly with the classroom teacher and additionally is in the classroom for whole-group social-emotional development.
- Assessment information is gathered by observation protocols by the classroom teacher based on appropriate developmental guidelines and Colorado State Standards.

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

- Our reading program is a scientific, researched-based approach. Students receive 90 minutes daily instruction in literacy. Much of a scholar's day is spent in small guided reading groups, independent literacy work, one-on-one directed reading, read-alouds, shared reading and writing, and utilizing Lexia, I-Ready, or other literacy through technology. Students master sounds and letters for fluent decoding and encoding and building knowledge, language, and vocabulary. We regularly assess children utilizing DibelsNext benchmarking and progress monitoring. Students who are not meeting DibelsNext benchmarks are put on an intervention program, and progress monitored every ten days. The Orton- Gillingham curriculum is rigorously taught daily. The SIPPS curriculum is used as a daily intervention for struggling readers. Non-fiction text is used to support our Expeditionary Learning curriculum. From the earliest grades it is our scholars, not our teachers, who are the primary people wrestling with challenging questions derived from diverse texts and using sophisticated language to persuade others of their interpretations. Texts are purchased to ensure cultural responsiveness and allow ample opportunity for children to explore their interests, with lots of texts focused on environmental sustainability.
- I-Ready, DibelsNext, Phonics, and comprehension assessments are administered throughout the year together with informal classroom assessments to ensure literacy growth across all domains of reading development.

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

- Using Cognitively Guided Instruction, we promote mastery of efficient mathematical algorithms; however, we do not scholars solving problems “the right way” just to get the right answer. Rather, we believe that children should first develop a confidence in problem-solving by using whichever strategies they can access and explain. We use daily discussion and daily routines to highlight diverse strategies so scholars understand connections and differences between various mathematical approaches. By articulating and defending their strategies through Socratic questioning, scholars also develop critical oral language and communication skills. Above all, we believe in putting the tough work of solving a problem and explaining one’s thinking onto the scholars, the school’s ultimate mathematicians. Students receive 60 minutes of math instruction daily using Everyday Math curriculum.
- Science: In addition to emphasis on literacy and math, scholars will receive daily specialized science instruction through Expeditionary Learning. Through Expeditionary learning which includes guided field work, hands-on, experience- based foundation, with nonfiction text studies, science dramatically increases critical thinking abilities in our students. Science is weaved throughout the day, exploring various topics including: plants and animals, animals and their needs, force and motion, weather and taking care of the Earth. Students are in charge of the daily care of the school's chickens, as it used as the foundation for learning some of the science topics through a hands-on, real- life approach.

- History and Geography- North Routt Community Charter School uses Colorado State and Core Knowledge content standards and integrate into literacy instruction, read-alouds, and writing. Through Expeditionary Learning, hands-on field work and history and geography is taught. Social studies is also integrated into our outdoor wellness trips through the use of maps, GPS devices, and exploration of the region.

Assessments information is gathered from formal curriculum assessments and classroom teacher observations based on appropriate developmental guidelines and State Standards. Assistance in observations and data gathering is completed by a team of educators, including the classroom teacher, special education teacher, literacy coach, occupational therapist, speech pathologist, paraprofessionals, and physical education teacher. Any student not making adequate growth in any of the above areas receive Response to Intervention strategies in small groups or 1:1 instruction. Rti plans are developed, supported, and documented with formalized goals created by the team. The information includes results of formal assessments, informal assessments, developmental checklists, and input from families. This information is housed in Alpine Achievement Program, which is an internet-based achievement data management system. Data from formalized tests are included in the program.

If students do not make adequate growth following interventions, a referral may be made 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 Infinite Campus.

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:** We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2025.

**Financial Impact:** North Routt Community Charter School anticipates that the requested waiver will have no financial impact upon SSSD RE-2 or North Routt Community Charter School.

**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 North Routt Community Charter School’s curriculum and the over program design.

**Expected Outcome:** North Routt Community Charter School expects that as a result of this waiver, we will be able to continue to provide appropriate assessments and support that will ensure students success in higher levels of learning in all academic areas.