

# John E. Flynn a Marzano Academy



**MARZANO** Academies

## Appendix A

### STATE POLICIES – COLORADO REVISED STATUTES

To enhance the ability of John E. Flynn a Marzano Academy (the Academy) to innovate, the school is requesting the following Colorado Revised Statutes be waived.

Description	Action	Statute to be Waived	Replacement Policy or Practice
<b>Teacher Employment, Compensation and Dismissal Act of 1990</b> Employment required-exception.	The Academy will make hiring decisions for non-core content teachers based on its own criteria.	C.R.S. 22-63-201	The Academy will verify to the District the qualifications of teachers for the purpose of complying with federal and state law. In order to comply with ESSA Title II A requirements, all core content instructional staff employed at the Academy will have a valid teaching license and meet subject matter competency requirements for the teaching subject.
<b>Local Boards of Education—Duties</b> Local Board duties concerning selection of personnel and pay.	Delegate authority to the Academy to select staff and set rates of pay.	C.R.S. 22-32-209(1)(f)	The Academy will select teaching staff directly and set rates of pay based on school policy for any additional hours.
<b>Schedule and Calendar</b>	Delegate authority to the Academy to establish its own calendar.	C.R.S. 22-32-109(1)(N)(L)	The Academy will exceed statutory minimums for calendar, hours of teacher pupil contact and schedule, subject to District oversight.
<b>Actual hours of teacher-pupil</b>		C.R.S. 22-32-109(n)(II)(A)	The Academy will

<p><b>instruction and contact</b></p> <p><b>School Calendar</b></p>		<p>C.R.S. 22-32-109(n)(II)(B)</p>	<p>have authority to establish its own calendar, including professional development days, or days off that may differ from the district.</p>
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**DISTRICT POLICIES – BOARD OF EDUCATION POLICIES**

To enhance the ability of John E. Flynn a Marzano Academy (the Academy) to innovate, the school requests the following WPS Board of Education Policies be waived.

<b>Description</b>	<b>Action</b>	<b>Board of Education Policy to be Waived</b>	<b>Replacement Policy or Practice</b>
<p><b>Professional Staff Assignments and Transfers</b> Administrative staff recommends licensed personnel for transfer to Superintendent.</p>	<p>Exempts the Academy from involuntary or voluntary transfer of licensed personnel.</p>	<p>GCF</p>	<p>The Academy will not participate in transfer of licensed personnel, but reserves the right to hire licensed personnel that, in the principal’s discretion, fits the needs of the students and vision of the school.</p>
<p><b>Professional and ESP Staff Recruiting/Hiring</b> The District handles hiring, recruiting, background checks and appointment of position to be filled at schools and other District facilities.</p>	<p>Delegates to the Academy the ability to recruit for, hire and appoint candidates for positions; the Academy will be responsible for complying with statutory due process expectations when applicable.</p>	<p>GCE/GCF</p>	<p>The Academy has authority to pursue recruiting, hiring, and appointment of suitable candidates on its own; will seek the support of Human Resources when handling recruiting, hiring, and appointment of candidates.</p>
<p><b>Professional Staff Induction</b> Induction program is conducted jointly by</p>	<p>Waives the provision that teachers new to the District and employed at the</p>	<p>GCHC</p>	<p>The Academy will largely utilize District induction procedures, which</p>

the central administration and individual schools.	Academy will have to participate in District mandated induction activities.		comply with state law, but adopt additional standards so they are aligned with instructional programs at the Academy, as well as the teacher profile.
<b>Professional Staff Development Opportunities</b> The District shall mandate and provide for professional growth opportunities.	Delegates to the Academy the ability to supplement or replace District required professional development activities.	GCI	The Academy will utilize District professional development opportunities where it aligns with the adopted standards and the instructional programs at the Academy, as well as the teacher profile. Additional professional development will be offered in conjunction with the Academy goals.
<b>ESP Recruiting, Posting, and Hiring</b> The District is responsible for recruiting, posting, and hiring of ESP.	Waives the provision that the District recruits, posts positions, and hires ESP.	GDE/GDF	The Academy will select non-teaching staff directly and meet or exceed the requirements for the selection process utilized by the District.
<b>School Year/School Calendar/School Day</b> The Superintendent supervises the development and implementation of the District calendar.	Waives the provision to follow the District calendar and District recommendations for staff development.	IC/ICA	The Academy will develop its own annual calendar and set length of school day, and thus meet or exceed the minimum standards of the District and state.