Rationale and Replacement Plan for Non-Automatic State Waivers

Liberty Common School is subject to all automatic waivers granted by the State of Colorado. In addition to renewing previously granted waivers, additional new waivers are appropriate based upon the school's academic, financial, and organizational track records, as well as precedents set by the liberal granting of these state waivers to other Colorado charter schools. Unless otherwise noted, Liberty Common School requests the duration of all waivers be as long as the school is open and operating in compliance will the Charter School Act and all other applicable federal and state laws.

Current non-automatic waivers:

- **C.R.S. § 22-7-1014 (2)(a) Preschool Individualized Readiness Plans – School Readiness Assessments.**
- **C.R.S. § 22-9-106 Local Board of Education-Duties-Performance Evaluation System**
- **C.R.S. § 22-32-109(1)(n)(II)(A) Determining teacher-pupil contact hours**
- **C.R.S. § 22-32-109(1)(n)(I) Board of Education-Specific Duties**
- **C.R.S. § 22-32-119 Kindergarten**
- **C.R.S. § 22-33-107 Enforcement of Compulsory School Attendance**
- **C.R.S. § 22-63-201 Teacher Employment Act - Compensation & Dismissal Act-Requirement to hold a certificate**
- **C.R.S. § 22-63-202 Teacher Employment Act - Contracts in writing, damage provision**
- **C.R.S. § 22-63-203 Teacher Employment Act-Requirements for probationary teacher, renewal & nonrenewal**
- **C.R.S. § 22-63-206 Teacher Employment Act-Transfer of teachers**
- **C.R.S. § 22-32-109 (1)(n)(II)(B) Board of Education-Specific Duties**
- **C.R.S. § 22-63-204 Teacher Employment Act-Receiving moneys from sale of goods**
- **C.R.S. § 22-32-120 Food Service**
- **C.R.S. § 22-32-134.5 Healthy Beverages**
- **C.R.S. § 22-1-110 Education Regarding Alcohol and Controlled Substances**
- **C.R.S. § 22-63-205 Exchange of Teachers**
- **C.R.S. § 22-2-112(1)(q)(I) Commissioner-Duties**

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

- RATIONALE: Liberty Common School has existing 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, cognition, and general knowledge are assessed daily due to the curriculum and assessments in place. Support is readily available through numerous avenues throughout the program.

- REPLACEMENT PLAN:

- Liberty Common School has a kindergarten program that utilizes the Core Knowledge Sequence and Singapore Math, with targeted, specific assessments in place. All Colorado Academic Standards are met or exceeded, and the readiness of kindergarten students is determined collaboratively by parents, teachers, and administrators. Liberty Common School's kindergarten program includes:

    1. Physical well-being and motor development:

        • Students participate in a structured Physical Education class meeting or exceeding state standards. Students are assessed on motor-development skills acquired throughout the year.
        • Students participate in Art education meeting 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 in Music education meeting or exceeding state standards. Students participate in a variety of movement and rhythm exercises. Students are assessed throughout the year.
        • Students participate in daily penmanship exercises, learning how to hold and manipulate a pencil and write proper letters and numbers. 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

        • Students are instructed in the positive behavior support system designed by the school. This includes classroom, cafeteria, recess, and hallway expectations. Students are rewarded for positive behaviors they demonstrate.

        • Various classroom positive behavior techniques are implemented. These include red/yellow/green chart, individual behavior charts, and whole class rewards. This is to strengthen self-regulation and executive-function, which help students pay attention, remember directions and control their behavior.

• Students are taught our seven Foundation Stones throughout the year. They attend monthly Character Education Assemblies where guest speakers discuss real-life examples of how they promote the character traits that relate to the Foundation Stones. Teachers promote the Foundation Stones through the literacy and history in the Core Knowledge Sequence. Parents and staff also are role models for proper behavior.

• Assessment information is gathered by observation protocols based on appropriate developmental guidelines and state standards in the area of social-emotional development.

3. Language and comprehension development (based on state standards)

• Students receive instruction 90 minutes each day in the Core Knowledge Sequence. This is a comprehensive program for reading, writing, listening, and speaking that builds vocabulary and knowledge. Students master sounds and letters for fluent decoding and encoding and build knowledge, language and vocabulary that are essential for comprehension. Assessments are administered every two weeks to monitor growth.

• *AIMSweb* assessment is administered three times per year. Any student who does not make benchmark is progress-monitored every two or three weeks to note progress. Students not making benchmark are assessed with the *Burst* assessment to determine the literacy area most in need of improvement. 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.

• *NWEA (Northwest Evaluation Assessment)* assessment is administered three times per year. Any student who does not make benchmark is progress-monitored every two or three weeks to note progress.

4. Cognition and general knowledge (based on state standards)

• Students receive 60 minutes of math instruction using Singapore Math. This conceptual math curriculum is based on state standards. Assessment is given every week to monitor progress. Students who fall behind are given additional time in small group or 1:1 sessions with the teacher in the area of need.

• Science instruction includes lessons on various topics 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 and Geography – Students are instructed on various topics including: Geography – Spatial Sense (which involves working with maps

and globes to recognize rivers, lakes, mountains, the Atlantic and Pacific Oceans and the North and South Pole), an overview of the seven continents, Native American Peoples, Early Exploration and Settlement (including the voyage of Columbus, the Pilgrims, and Independence Day), Presidents, Past and Present, and symbols and Figures (including the American Flag, Statue of Liberty, Mount Rushmore and The White House).

• Assessment information is gathered by observation protocols based on appropriate developmental guidelines and state standards in the area of cognition and general knowledge.

• *NWEA (Northwest Evaluation Assessment)* assessment is administered three times per year. Any student who does not make benchmark is progress monitored every two or three weeks to note progress.

- Any student not making adequate growth in any of the above areas receive Response to Intervention (RtI) strategies in small groups, or 1:1 instruction. RtI plans include results of formal assessments, informal assessments, and developmental checklists. This information is housed in Pearson Inform, which is our Internet-based data management system. This program brings together achievement data from many sources, generates student and summary reports, and allows for distribution to appropriate Student Teacher Assistance Team (STAT) members.
  If students do not respond with adequate growth following this intervention, he or she may be referred to the Academic Support Team for further assessment.

  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 C.R.S. § 22-7-1014 (2)(a).

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by performance criteria and assessments that apply to Liberty Common School's curriculum and overall program design, utilizing national, normalized assessments.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-9-106 Local Board of Education-Duties-Performance Evaluation System

- RATIONALE: Liberty Common School headmaster or designated head of school is appointed based upon ability to professionally perform the evaluation of all personnel. Liberty Common School Board of Directors retains the ability to perform ongoing evaluation of the headmaster or designated head of school.

- REPLACEMENT PLAN: Liberty Common School implements intensive strategies for performance evaluations that meet or exceed the intent of the law utilizing professional evaluation systems consistent with the contract between Liberty Common School and Poudre School District R-1. The methods used for Liberty Common School's evaluation system include 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 quality standards established by state law.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: Because teacher performance has a critical impact on the performance of the entire school, the impact of this waiver is measured by individual, annual personnel evaluations within the context of performance criteria and assessments that apply to the school, as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-109(1)(n)(II)(A) Determining teacher-pupil contact hours

- RATIONALE: Liberty Common School prescribes the actual details of teacher-pupil contact hours to best meet the needs of students.

- REPLACEMENT PLAN: Liberty Common School's administrators and teachers are professionals capable of ensuring appropriate contact hours between instructors and students meet or exceed minimum statutory requirements.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: Because teacher-student contact hours are critical to the performance of the entire school, the impact of this waiver is measured by the performance appraisal criteria and assessments that apply to the school, as per the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-109(1)(n)(I) Board of Education-Specific Duties

- RATIONALE: Liberty Common School is a charter public school and is responsible for its own calendar.

- REPLACEMENT PLAN: Liberty Common School adopts a school calendar, approved by the charter-public school's parents through the Liberty Common School BOD. The calendar meets state and District requirements while providing year-to-year consistency and optimal efficiency for Liberty Common School families.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-119 Kindergarten

- RATIONALE: The Poudre School District R-1 has granted the Board of Directors of Liberty Common School the authority to determine the educational program for the school. Liberty Common School therefore also has the authority to establish and maintain a kindergarten in accordance with the contract between Liberty Common School and the Poudre School District R-1

- REPLACEMENT PLAN: The Core Knowledge educational program for Liberty Common School is described in the contract, and the kindergarten will follow the

description. The authority to establish, run and develop the educational programing for a kindergarten is determined by school administration under the oversight of the Board of Directors as described in the Charter school Agreement by and between Liberty Common School and Poudre R-1 School District. The school meets or exceeds the requirements outlined in state statute, including not charging for full-time kindergarten.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: As a result of the waiver, Liberty Common School sets its own kindergarten policies in keeping with the philosophy and mission stated in the contract agreement between the school and Poudre School District R-1.

C.R.S. § 22-33-107 Enforcement of Compulsory School Attendance

- RATIONALE: The Liberty Common School Board of Directors is responsible for adopting school attendance policies.

- REPLACEMENT PLAN: Liberty Common School has adopted a school policy concerning school attendance that meets the spirit of the state law.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: Because attendance and discipline are an inherent part of a student's ability to perform academically, the impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-201 Teacher Employment Act - Compensation & Dismissal Act-Requirement to hold a certificate

- RATIONALE: Liberty Common School has the authority to hire teachers and headmasters/principals that support the school's goals and objectives. Headmasters/principals do not function as a traditional district school principal, but rather are responsible for a wider range of tasks and act as the school's chief executive officers. The school attracts headmasters/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, academic, military, or professional experience. All employees of Liberty Common School are employed on an at-will basis. All employees of Liberty Common School demonstrate subject-matter mastery.

- REPLACEMENT PLAN: Liberty Common School, as appropriate, hire certified teachers and administrators that meet or exceed the intent of the law. In some instances, it may be advantageous for the school to hire teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Liberty Common School.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-202 Teacher Employment Act - Contracts in writing, damage provision

- RATIONALE: Liberty Common School has the authority to hire teachers and headmasters/principals that support the school's goals and objectives. Headmasters/principals do not function as a traditional district school principal, but rather are responsible for a wider range of tasks and act as the school's chief executive officer. The school attracts headmasters/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, academic, military, or professional experience. All employees of Liberty Common School are employed on an at-will basis. All employees of Liberty Common School demonstrate subject-matter mastery.

- REPLACEMENT PLAN Liberty Common School, as appropriate, hires certified teachers and administrators that meet or exceed the intent of the law. In some instances, it may be advantageous for the school to hire teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Liberty Common School.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-203 Teacher Employment Act-Requirements for probationary teacher, renewal & nonrenewal

- RATIONALE: Liberty Common School has the authority to develop its own employment agreements, terms, policies, 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 traditional-public school will be successful at Liberty Common School. All employees of Liberty Common School are employed on an at-will basis and subject to employment policies set by the School.

- REPLACEMENT PLAN: Liberty Common School has its own employment policies, including teacher agreements, with the terms of non-renewal and renewal of employment agreements, and payment of salaries. These policies meet or exceed the intent of the law.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators.

Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-206 Teacher Employment Act-Transfer of teachers

- RATIONALE: Liberty Common School is granted the authority under the contract between the School and Poudre School District R-1 to select its own teachers. No other school or the Poudre School District R-1 has the authority to transfer teachers into Liberty Common School, or transfer teachers from Liberty Common School to any other schools, except as provided for in the contract between Liberty Common School and Poudre School District R-1.

- REPLACEMENT PLAN: The School has its own policies concerning hiring teachers on a best-qualified basis that meet or exceed the intent of the law.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-109 (1)(n)(II)(B) Board of Education-Specific Duties.

- RATIONALE: Liberty Common School has the responsibility for its own calendar; the District calendar may not be the most effective for all students.

- REPLACEMENT PLAN: Liberty Common School adopts an annual school calendar, approved by the Liberty Common School Board of Directors. The calendar meets state and district requirements while providing year-to-year consistency for Liberty Common School's families.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-204 Teacher Employment Act-Receiving moneys from sale of goods

- RATIONALE: Liberty Common School has its own employment agreements, terms, policies, and conditions of employment. Because the school operates differently from traditional-public schools, its own developed best practices for determining acceptance of gifts, grants, and donations is necessary. All employees of Liberty Common School are employed on an at-will basis and subject to employment policies set by the School.

- REPLACEMENT PLAN: Liberty Common School has its own best practices for determining acceptance of gifts, grants, and donations, and policies for teacher employment agreements and contracts, that meet or exceed the intent of the law.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District.

- EXPECTED OUTCOME: The waiver will allow Liberty Common School to employ professional staff possessing unique skills and/or background, filling all staff needs, and enables the school to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-120 Food Service

- RATIONALE: As a matter of policy, all food and beverage choices made by students at Liberty Common School are contingent upon parental approval. Liberty Common School does not provide school lunches, and may establish agreements with food vendors to serve lunches on campus to students who do not

bring their own lunches. Liberty Common School operates independently from other schools in the Poudre School District, and therefore has the authority to develop, adopt, and implement its own operations policies, rules, and regulations, subject to the limitations of the contract agreement between the School and Poudre School District R-1.

- REPLACEMENT PLAN: Liberty Common School encourages its student and families to have the freedom and opportunity to make healthy lifestyle choices. This is consistent with the school's mission to develop students who embrace independence in concert with the virtues of temperance and prudence. The school's character education program will continue to promote the healthy environments and lifestyle choices afforded to free societies.
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- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: Liberty Common School sets its own policies in keeping with its philosophy and mission as stated in the contract agreement between the School and Poudre School District R-1. Liberty Common school to continues meeting or exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-32-134.5 Healthy Beverages

- RATIONALE: As a matter of policy, all food and beverage choices made by students at Liberty Common School are contingent upon parental approval. Liberty Common School will be operated independently from other schools in the Poudre School District, and therefore has the authority to develop, adopt, and implement its own operations policies, rules, and regulations, subject to the limitations of the contract agreement between the School and Poudre School District R-1.

- REPLACEMENT PLAN: Liberty Common School encourages its students and families to have the freedom and opportunity to make healthy lifestyle choices. This is consistent with the school's mission to develop students who embrace independence in concert with the virtues of temperance and prudence. The

school's character education program will continue to promote the healthy environments and lifestyle choices afforded to free societies.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: Liberty Common School sets its own policies in keeping with its philosophy and mission as stated in the contract agreement between the School and Poudre School District R-1. The school to continues meeting or exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-1-110 Education Regarding Alcohol and Controlled Substances

- RATIONALE: The automatic waiver C.R.S. §22-32-109(1)(t) already grants Liberty Common School the authority to determine its own educational program. The school adopts its own curriculum, including its own age-appropriate education program regarding alcohol and controlled substances.

- REPLACEMENT PLAN: Liberty Common School meets the intent of the Colorado Academic Standards on Comprehensive Health and Physical Education by including in its regular science instruction the effects of alcohol and controlled substances.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and

redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

C.R.S. § 22-63-205 Exchange of Teachers

- RATIONALE: Liberty Common School has no teacher exchange program and has no intentions to start one.

- REPLACEMENT PLAN: Liberty Common School has its own policies of teacher employment agreements and contracts, and payment of salaries upon termination of employment of a teacher that meet or exceed the intent of the law.

- FINANCIAL IMPACT: De minimis positive fiscal impact on the school or Poudre School District R-1 due to the savings through administrative duties being delegated to the charter public school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

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

- RATIONALE: Rationale: Liberty Common School has the authority to hire teachers and headmasters/principals that support the school's goals and objectives. The school headmaster, principal, or designated administrators are employed based, in part, upon their proficiency in performing professional evaluations of all personnel. Possession of a Type D certificate has no bearing upon effectively administering professional evaluations under the direction of the head of school. The school attracts headmasters/principals and professional instructors who possess a wide variety of professional backgrounds, including, but not limited to out-of-state professionals, college-level instructors, experienced professional instructors from settings not requiring a license, as well as professionals with business, academic, military, or corporate experience. All professional employees of Liberty Common School are employed on an at-will basis and demonstrate subject-matter mastery.

Liberty Common School is exempt through specific waiver from requirements to report teacher evaluation ratings under the rubric established by C.R.S. 22-2-112(1)(q)(I).

- REPLACEMENT PLAN: Liberty Common School uses a thorough and comprehensive instructional-evaluation system as agreed to in the Charter School Agreement with Poudre School District. The evaluation system ensures professional instructors maintain subject-matter mastery, and expertise in pedagogy and classroom management. Professional instructional faculty members are trained in the school's evaluation system. Methods used for the school's evaluation system include quality standards which are clear and relevant to the administrators' and instructors' professional roles and responsibilities, have the goal of improving student academic growth, and meet the intent of the quality standards established by the school's Charter, and greatly exceed the state's quality standards, and student-performance results.

  Liberty Common School is not required to report instructor-evaluation data through the TSDL collection; however, instructor-performance data is reviewed by the school and used to inform hiring practices and ongoing professional development. Core course-level participation continues to be reported pursuant to the non-waivable statute 22-11-503.5.

- FINANCIAL IMPACT: De minimis positive fiscal impact upon the school or Poudre School District due to savings through administrative duties being delegated to the charter-public-school building level.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the professional performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District.

- EXPECTED OUTCOME: The waiver enables Liberty Common School to continue meeting and exceeding state and district minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school's site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities.

New non-automatic waiver request

C.R.S. § 22-1-136 Student Identification Cards

- RATIONALE:

  1) Liberty Common School does not issue or utilize student-ID cards. However, the school facilitates parent purchase of school-specific student-ID cards from a private, third-party vendor of school photographic services. Parents do this for their own use (ex: restaurant discounts, public-library access, park entry, etc.). The language of the mandate does not clearly contemplate Liberty's practice of facilitating parent purchases of student IDs directly from a private vendor nor does it speak to this situational relationship.

  2) Liberty Common School was founded upon the natural principle it is the right and responsibility of parents to direct the education and upbringing of their children. The Liberty Common School parent-led Board of Directors is responsible for adopting the School's policies, including policies on communications. As a matter of policy, Liberty Common School does not communicate personal health-related advertising to students without parental approval.

- REPLACEMENT PLAN: Liberty Common School's unique House and Order system ensures every student has a minimum of two adults who are approachable, familiar with his/her baseline comportment, and keep a watchful eye for signs of distress or expressions of need for adult counsel. Additionally, Liberty's faculty and staff identify as, and annually train to be "working in a building full of caring adults." As a function of policy, the vast majority of Liberty students have multiple approachable and safe adults in the event they experience a mental-health stressor.

  The State and local agencies furnish ample contact information for the non-academic services contemplated by the mandate outside of the operation of the school and maintenance of its core mission.

  Liberty Common School's faculty is annually trained with "Question, Persuade, and Refer" techniques from the Question, Persuade, and Refer Institute. QPR techniques are practical and proven suicide-prevention strategies.

  All instances of student mental-wellbeing concerns are escalated to an administrator. As a function of school policy, administrators notify parents and work in tandem with parents to define a specific strategy to manage or mitigate the mental-wellbeing concern.

  In instances where a student's concern for safety is being caused by a parent, all mandatory reporting laws and guidelines are adhered to with strict fidelity.

- FINANCIAL IMPACT: *De minimis* positive fiscal impact upon the school or Poudre School District due to savings through administrative duties being delegated to the charter-public-school building level. Costs associated with added vendor work product, paperwork, and material-handling costs are eliminated.

- HOW THE IMPACT OF THE WAIVER WILL BE EVALUATED: The impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between Liberty Common School and Poudre School District R-1.

- EXPECTED OUTCOME: Liberty Common School will continue meeting and exceeding state and district minimum performance standards, while maintaining fidelity to its mission to empower, and collaborate with parents in the education and upbringing of their children as guided by them.