

EVANS INTERNATIONAL ELEMENTARY SCHOOL
APPLICATION TO BE DESIGNATED AS AN INNOVATION SCHOOL

A. MISSION STATEMENT:

The mission at Evans International Elementary School is to educate and inspire all students to reach their highest academic and creative potential in order to become productive citizens in our ever changing world.

We believe by implementing the curriculum, assessment, and staffing recommendations included in this Innovation Plan, we will successfully achieve our mission.

EVANS VISION STATEMENT:

As a school community we will collaborate as a team of enthusiastic and knowledgeable professionals. With integrity we will build a positive reputation of quality, high standards and expectations unequal to any other school.

GOALS/BELIEFS:

- Students construct knowledge and understanding of concepts through structured inquiry.
- Personal attributes that contribute to the well being of the individual and group are best taught when embedded in the curriculum.
- Authentic assessments are balanced, rigorous and focused on learning.
- Students, parents, and teachers share a common goal of providing every student with a high quality education aimed at promoting international mindedness.
- All students can learn and will achieve high levels of success regardless of their previous academic performance, family background, socio-economic status, race or gender.
- The school community appreciates other cultures, and global perspectives.

INTERNATIONAL BACCALAUREATE (IB) MISSION STATEMENT:

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

B. INNOVATIONS:

1. School Staffing/Employment

Evans International Elementary School currently serves students from a multitude of ethnicities and across the economic spectrum. In order to best meet the needs of our students and to fully implement our educational program, Evans requires the flexibility to hire and retain individuals that can best meet the needs of our diverse population. This may mean hiring individuals who have appropriate background and experience in a given area on a part-time or temporary basis. To create and maintain an outstanding school, Evans will assemble a faculty and staff who will work together to improve achievement for every student and maintain a commitment to the school and students at Evans.

a. Hiring

With input from the Evans staff, the principal will make final decisions on hiring of staff at Evans. The principal will take into account highly qualified status and the best interests of the school and students when making hiring decisions. We will retain the right to hire personnel which best fit the needs of our school, without having to accept forced transfers from other schools within the district. The principal, along with the Human Resources department, will post vacancies as soon as possible after they occur. At the discretion of the principal, Evans reserves the right to prepare specific job descriptions for our school when posting a vacancy. The principal may choose to use a standard district job description, but is not limited to them. Personnel for open positions/vacancies will be selected as soon as possible when a vacancy is determined. Since Evans is a Title I school, all selected staff will meet Highly Qualified requirements.

b. Assignment of Staff

The principal at Evans will make final decisions of the placement or assignment of staff within the building. With the best interest of students and the school in mind, the principal will assign staff to positions in which they will be most successful for students. The principal may get input from members of the leadership team or other staff when necessary. Assignments at and within Evans are annual and may change from year to year at the discretion of the principal in the best interests of students.

c. Probationary/Non-Probationary Status

The performance of each employee is critical to the success of our students and school. In recognition of this, the staff at Evans recognizes the need to ensure the best personnel are with students on a daily/yearly basis. To show this

commitment, the staff will maintain Probationary status while employed at Evans. This includes returning staff and new staff hired. This requires a waiver to the Teacher Employment, Compensation, and Dismissal Act (22-63-203 C.R.S., 22-63-203.5 C.R.S., 22-63-301 C.R.S, 22-63-302 C.R.S) referring to the probationary/non-probationary status of licensed employees. As classified staff members are At-Will employees, this will have no change to their status.

d. Evaluation

The principal or designee will evaluate all staff at Evans through a process that is directly tied to the school's mission, vision, goals, innovations, and is outlined in the staff handbook. Our staff, in collaboration with each other and our SAC may develop our own evaluation tool that relates to specific programs or systems of operation we do, employ, and emphasize at Evans. Until such tool is developed by our staff, we will continue to utilize the standard district or state adopted evaluation, but reserve the right to implement our own when it is ready and approved by our staff and SAC. We request the ability to develop an evaluation instrument that will meet or exceed the standards specified by state statute. The tool will evaluate licensed staff on quality standards that are linked to classroom instruction. Through evaluation and continuous feedback, the goal will be to improve instruction and the academic growth of each individual student. All licensed staff will have a minimum of one formal evaluation and a minimum of two informal evaluations each year. Areas of strength, growth, and concern related to classroom instruction and student growth will be noted on the evaluation. For licensed staff with major, repeated, or ongoing concerns or needed improvement, the process as outlined in section ***(f) Non-Renewal of Staff*** below may begin. In order to develop an effective evaluation system for our staff, we are requesting a waiver of the Licensed Personnel Performance Evaluation Act, (22-9-106, C.R.S) and BOE policies (GCOA, GCOA-R, GDO, GDO-R).

All non-certified staff will be evaluated by the principal or designee through a process that directly supports the mission and goals of the school. We reserve the right to develop our own evaluation system, tool, and frequency. We will utilize the standard district evaluation system for non-certified staff until a new one is developed specific to Evans. The principal at Evans will maintain final say on the performance, or lack of, for all non-certified staff assigned to Evans on a full-time basis.

e. Retention of Staff

It is the intent of the staff at Evans to annually hire and retain a committed, highly qualified, and effective staff for our students. The performance of each employee is critical to the success of our school and students. Through formal and informal evaluation, observation, and communication staff will be advised of

their performance as it relates to student achievement, growth, and effectiveness in the classroom. If performance is at a high level as determined through evaluation, staff will be retained at Evans. Notification of retention, or non-renewal, will be made on a timely basis. Unless there are extenuating circumstances, notification will occur by April 1st of each year.

f. Non-Renewal of Staff

While employed at Evans, certified staff will maintain probationary status. Recommendations for non-renewal will be made by the principal and will be based on formal and informal evaluation, and frequent observation. Staff members who are not meeting performance expectations may be recommended for non-renewal by April 1st. Any staff member under consideration for non-renewal will be notified of by February 1st. However, if performance significantly changes in the opinion of the principal and/or the person responsible for evaluating the teacher following February 1st, the principal maintains the right to inform the employee of the intent to non-renew at a later date. An actual (formal) non-renewal recommendation, unless there are extenuating circumstances, will be made by April 1st. To implement this innovative process we will need waivers to the following statutes: 22-63-202 C.R.S., 22-63-203 C.R.S., 22-63-203.5 C.R.S., 22-63-301 C.R.S, 22-63-302 C.R.S

Although all staff will remain probationary as stated in Article 63- Teacher Employment, Compensation, and Dismissal Act (22-63-101, *et seq*, C.R.S.) we will specify differences in the non-renewal process for employees in years 1-3 at Evans and employees in years 4 and beyond. Each year licensed employees will be evaluated based on instructional practices and student growth. Those staff members demonstrating effectiveness, through evaluation, will return the following year. Employees in years 1-3 with Falcon School District 49 may be non-renewed as stated by CO statute for probationary personnel. Teachers with 3 years or less of experience in Falcon School District 49 will not make it to a fourth year of employment without a demonstration of effectiveness during their first 3 years. Beginning with year 4 of employment in Falcon School District 49, employees at Evans have the opportunity to earn due process and remediation as described below if they have previously had 3 years of effective evaluations. Employees of Falcon School District 49 beginning with years 4 and beyond may be non-renewed as requested in this waiver. However, for these employees (years 4 and beyond) to be non-renewed they must be placed on a plan of remediation, no later than November 15th so there is adequate time for improvement to occur before a recommendation of non-renewal is made. Also, employees recommended for non-renewal (years 4 and beyond) will have a minimum of 8 evaluations, formal or informal, conducted by the principal or designee during the school year in which the recommendation for non-renewal is made. Of the 8 evaluations, a minimum of 2 will be formal evaluations. If

performance remains ineffective, the employee may be non-renewed by April 1st, unless the principal and employee agree to an extension of the date not to be later than May 1st. If an employee, in years 4 and beyond with Falcon School District 49, is recommended for non-renewal, they may request a hearing to be conducted within the school/district. The employee may request a hearing to be conducted in front of a group of peers within the school, in front of the Innovation Leader of the zone, or before the CEO. Peers would be made up of five licensed teachers employed at Evans, but will not include a colleague from the employees grade level/enrichment team. At the hearing the employee will be allowed to present their evidence supporting continued employment, the principal will also be allowed to present evidence supporting the recommendation for non-renewal. The CEO, Innovation Leader, or another mutually agreed upon employee from within the district, but not at Evans, will lead the hearing and ensure both sides are heard. The employee may also choose to have a hearing before the zone Innovation Leader or CEO, rather than peers. In this case, the same process will be followed. The employee will be allowed to present evidence supporting continued employment and the principal will present evidence to support the non-renewal and grounds for the recommendation. In each case, the decision of the hearing committee/individual will be final and will be made within three (3) school days. If non-renewal is upheld, the employee will have one (1) school day to resign or be non-renewed. If the non-renewal is over turned, the employee will continue employment at Evans the following school year, under a new plan of remediation. Non-renewal may be recommended again the following year if the performance of the employee so warrants.

2. Curriculum, Instruction and Assessment

Occasionally, recommendations are made by the district to implement a program, adopt a textbook, use an assessment or modify the scope and sequence of curricular content in a way that does not match our educational program or meet the needs of our students. The staff of Evans International must have the liberty to make curricular and instructional decisions that are in alignment with our educational plan, with state standards, that support the programs and goals of our school, and allow us to provide rigorous, appropriate grade level instruction. The Evans staff will maintain authority to establish an educational program, textbook and assessment adoption that is aligned to Colorado state standards and the education program of the school.

a. IB

Students in the 21st Century are faced with the challenge of learning about an Interconnected world where knowledge is constantly developing. The International Baccalaureate (IB) Primary Years Programme prepares students to be active participants in a lifelong journey of learning. Evans International Elementary School became a fully authorized IB PYP school in 2009. The IB philosophy, mission, and vision provide a basis for our educational program at

Evans. We wish to maintain IB status and maintain the decision making authority as it relates to the continuation of IB PYP at Evans and our educational program. Maintaining status as an IB school also requires additional funding and staff, above and beyond a regular elementary school budget, in order to implement the programme effectively and with validity.

The IB Primary Years Programme, for students aged 3-12, focuses on the development of the whole child as an inquirer, both in the classroom and in the outside world. There are six transdisciplinary themes of global significance that provide the framework for exploration and study:

- Who we are
- Where we are in place and time
- How we express ourselves
- How the world works
- How we organize ourselves
- Sharing the planet

Teachers are guided by these six transdisciplinary themes as they design units of inquiry that both transcend and articulate conventional subject boundaries. The six transdisciplinary themes surround and are incorporated by six subject areas:

- Language
- Social Studies
- Mathematics
- Arts
- Science
- Personal, Social and Emotional Education

The transdisciplinary themes and subject areas outlined above form the knowledge element of the programme.

Five essential elements – concepts, knowledge, skills, attitudes, action – are incorporated into this framework, so that students are given the opportunity to:

- gain knowledge that is relevant and of global significance
- develop an understanding of concepts, which allows them to make connections throughout their learning
- acquire transdisciplinary and disciplinary skills
- develop attitudes that will lead to international-mindedness
- take action as a consequence of their learning

The IB PYP curriculum is expressed in three interrelated ways: the written, taught, and assessed curriculum.

The written curriculum – *what do we want to learn?* - The most significant and distinctive feature of the IB PYP is the six transdisciplinary themes. These themes are about issues that have meaning for, and are important to, all of us. The programme offers a balance between learning about or through the subject areas, and learning beyond them. The six themes of global significance create a transdisciplinary framework that allows students to ‘step-up’ beyond the confines of learning within subject areas.

The taught curriculum – *how best will we learn?* - The six transdisciplinary themes help teachers develop a programme of inquiries -- in-depth investigations into important ideas, identified by the teachers, and requiring a high level involvement on the part of students. These inquiries are substantial, in-depth and usually last for several weeks.

The assessed curriculum - *how will we know what we have learned?* – Assessment is an important part of each unit of inquiry as it both enhances learning and provides opportunities for students to reflect on what they know, understand and can do. The teacher’s feedback to the students provides the guidance, the tools and the incentive for them to become more competent, more skillful and better at understanding how to learn.

The IB PYP is a challenging programme that demands the best from both motivated students and teachers. As an authorized PYP school, Evans is able to access an extensive package of professional development for teachers and administrators. Ongoing, high quality, professional development is a requirement of teachers and administrators in an IB school. An IB Coordinator meets with teams daily and through collaboration helps to ensure best teaching practices and high expectations are integrated throughout daily lessons. In order to ensure Evans maintains the implementation of the high standards and quality instruction required of an IB PYP school, teams from the IB organization will visit Evans from time to time to support an ongoing process of review and development, using standards and practices that apply to all IB World Schools. Evans will be held accountable by the IB organization through reauthorization and evaluation visits.

b. Entrance Age Requirement

Kindergarten is an important part of an elementary education and it is essential in building a fundamental base for future years. A child may enter Kindergarten if five (5) years of age on or before August 15th of the year of enrollment. Younger students who do not meet the entrance age requirement for Kindergarten may be accepted if transferring from another Kindergarten program if the Principal or designee determines that placement of the student in Kindergarten is appropriate. A child who is four (4) years old on August 15th may request early entrance to Kindergarten an assessment that will be given at the

school. The assessment will be utilized to determine student performance levels in areas such as: (but not limited to)

- Knowledge of number sense
- Knowledge of beginning alphabet sounds
- Knowledge of shapes
- Knowledge of colors
- Examples of writing, including the ability to write name, numbers, and letters
- Samples of student drawings
- Any other items deemed appropriate by parents or school
- Maturity compared to peers
- Ability to function in a school setting for a full day
- Performance in an approved/credited pre-school program

Following an evaluation of the student, the Principal or designee will determine if placement in Kindergarten is appropriate.

Students enrolling in the first grade may enter if they are six (6) years old on or before August 15th of the year of enrollment. A student who is at least five (5) years old on or before August 15th shall be permitted to enroll in first grade if the student attended at least 120 days of Kindergarten in another state. This will require a waiver to Falcon Board of Education policy JEB.

c. Kindergarten Readiness

A Full Day Kindergarten program provides a significant benefit to students in building their foundation for success in school. Evans will offer a comprehensive Full Day Kindergarten program each year that is tuition free.

In order to effectively prepare our staff with the necessary knowledge and information of students entering Kindergarten, we will require the completion of a Kindergarten Readiness Checklist prior to enrolling a Kindergarten student in class. This checklist will have no bearing on the acceptance or denial of admission at Evans, but will only serve in providing our staff with information regarding the instructional needs to each student.

d. Class Size

There is ample research that shows a strong correlation between class sizes and the individual growth and achievement of students. We have firsthand knowledge of the benefit lower class size provides to students and the ability to deliver effective, specific, intensive instruction to each student on a daily basis. Class sizes need to be at a manageable number at each grade level in

order to provide the most effective educational opportunities to our students. Evidence supports class sizes in the primary grades as essential to helping children learn to read. Recognizing that class size impacts student growth and achievement, we will strive to maintain the following student-teacher ratios: Kindergarten and first grades will have a targeted class size of 22:1, second and third grades we will have a targeted class size of 23:1 and fourth and fifth grades we will have a targeted class size of 25:1. When staffing ratios exceed those above by 2 students, it may be necessary to add additional staff, provided funds are available to do so. We request the support of the district with adequate funding to meet our staffing ratios.

e. Student Performance Reports

Reporting the progress of each individual student to parents/guardians is an essential part of the education process. The academic, social, and emotional progress of each student will be reported to parent/guardians during designated parent teacher conferences and through student report cards on a quarterly basis. Other communication through daily planners, email and phone calls may also occur as needed for individual students. In order to accurately report on each student's individual progress, Evans will utilize a Standards-Based reporting system. To best match the educational program at Evans and report progress toward the mastery of standards, we reserve the right to develop our own report card system. Our standards based reporting system will be aligned to state standards and the educational programs at Evans. We will continue to utilize the standard district report card along with other supporting documentation or portfolio samples until ours is developed.

f. Annual Review/School Improvement Plans

As stated in 22-11-210, *et seq*, C.R.S. and 22-11-403, *et seq*, C.R.S., Public Schools-annual review-plans-support and interventions-rules. An annual improvement plan must be developed by each school and will cover areas for growth identified and required by the state including areas identified as: improvement, priority improvement, and turnaround. Evans will meet or exceed the reporting requirements for school improvement planning each year. We will reserve the right to determine what needs to be included in our yearly plan based on state requirements, without being required to add additional information or unnecessary information to the plan that may be requested by the district.

g. Health and Wellness

The academic, physical, social, and emotional well being of our students is of primary importance at Evans. To meet the health and wellness requirements of,

Colorado Comprehensive Health Education and BOE policy ADF –Falcons School District 49 Wellness Policy, with the allocated personnel and space, often requires creative scheduling and many times may be impossible. We cannot be held accountable to policy or law that is impossible to enforce. Although remaining bound by and held accountable to federal rules and regulations, we request a waiver to Falcon School District BOE policy ADF in order to more effectively provide a quality educational program to our students without unnecessary burden.

h. School Choice/Open Enrollment

The staff at Evans supports Article 36, Public School of Choice -22-36-101, *et seq*, C.R.S. We believe parental choice in the education of their children is essential to providing the best learning opportunities and environment for students. Although we are committed to providing a quality education to students within our boundaries first and foremost, we welcome the opportunity to allow additional students to attend Evans when space and resources allow. Unfortunately there may be instances where a choice student is not successful at Evans. The student attendance and discipline policies included with our BOE school choice policies JFBA, JFBH-R, and JFBB must be adhered to in order to be successful as a student at Evans. The administrative team at Evans reserves the right to accept, deny, or revoke choice enrollment for any student who does not reside in the Evans boundaries. Responsibility for enforcing BOE policies JFBA, JFBA-R, and JFBB will remain at the sole discretion of the Evans principal. The Evans principal will be responsible for determining if choice applications are approved or denied. These decisions will be based on available space in the school and grade level being requested as well as information provided from previous schools attended by the applicant. Similarly, if a choice application is approved and it is later found out the information provided was false or the applicant does not adhere to the agreed upon expectations for attendance and appropriate behaviors while enrolled at Evans, the principal may revoke the choice application at any time. Whenever possible, revocations of choice applications will be at the end of a school year. However, the principal reserves the right to revoke an application at any time during the school year. In order to retain the ability to implement this statute and policy at the school level, rather than the district level, we need a waiver to 22-36-101, C.R.S. This waiver will allow decisions related to school choice to remain at the building level and all other intentions of this statute will remain in place.

3. School Calendar/Class Scheduling

Evans has adopted a master schedule that gives each teacher a minimum of 40 minutes of planning time per day. Occasionally planning time needs to be adjusted due to the needs of the school; assemblies, late starts, early release, special programs, etc... This

adjustment may mean the reduction of planning time on days that are affected. Planning time may include time for individual planning, grade level collaborative planning, or team meetings that include building administrators and instructional coaches that center on instruction, assessment and student learning. Our master schedule is designed to adjust teacher planning time one day a week to incorporate sufficient time for enrichment activities and collaborative grade level planning. We require the flexibility to allow us to make modifications to teacher planning time as necessary so that we can continue to offer these program components to our students.

The staff at Evans is dedicated to providing high quality instruction on a daily basis. As such, we require the freedom to make decisions regarding the use of district assigned days for professional development and other purposes (e.g. Late Start days, Early Release days, Professional Development days, Staff Development days, Teacher Work days, etc.).

Class assignments at Evans are based on academic data and configured to meet the diverse needs of our students. We provide accelerated instruction to students who are performing at or above grade level. Simultaneously, rigorous instruction and interventions are made available to students who do not meet the proficiency levels for a specific grade. Adjustments are made as necessary throughout the school year to ensure that all students receive appropriate support while being challenged to reach their full potential.

4. Principal Leadership

The principal of Evans reports to an Innovation Leader. The principal's responsibilities are to the students and staff of Evans International Elementary School. In order to be a true instructional leader, the principal, with the advice of the Leadership Team, must be able to make full use of time, money and resources to meet the requirements of this Plan. In the event of a change in leadership (principal), Falcon District 49 will work in cooperation with the Evans Leadership Team and staff to make every effort to secure a principal who understands the nature of the innovation status and the provisions within this application.

In the event of a change in leadership (principal) at Evans the provisions of this innovation plan will remain in place for a period not to exceed nine (9) months, with the exception of *Section 1. School Staffing/Employment (f.) Non-renewal of Staff*. For purposes of this requirement, the nine (9) month period will begin on the date the board of education approves the hire of a new principal. During this nine (9) month period the new principal, Leadership Team, and staff at Evans will review the Plan and make suggestions concerning items to add to or remove from the existing Plan. On or before the end of the nine (9) month period, the revised Plan must be approved by the Evans staff with the same approval requirements as were utilized during the initial approval and as stated in the Innovation Act and in CO state statute.

In the event of a change in leadership (principal) at Evans, *Section 1. School Staffing/Employment (f.) Non-renewal of Staff*, will be void and no longer be recognized as a part of the Innovation Plan effective immediately on the date a new principal is approved by the board of education. This section of the plan will be subject to review among the entire staff within the nine (9) month period previously mentioned. However, *Section 1. School Staffing/Employment (f.) Non-renewal of Staff* will be void pending review and approval of the entire plan.

5. Participatory Leadership

All members of the Evans staff will work with strong instructional leaders to share the decision-making responsibility in order to provide professional leadership and expertise needed to ensure high student achievement. Although the principal will always remain accountable as the final decision-maker at Evans, there is a commitment to participatory leadership, by the Evans staff, in all aspects of school operations, especially instruction.

6. Evans Leadership Team

The principal will continue to lead an instructional leadership team which includes the Assistant Principal, Instructional Coach, IB Coordinator, and at least one member of each grade level/enrichment/support team. Any other staff member that wishes to attend and be part of the Leadership Team is also welcome. The Leadership Team will be responsible for establishing and reviewing the conditions for student learning at the school. The Leadership Team will meet as needed throughout the school year to review, plan, and provide feedback regarding curriculum, instruction, assessment, and operations of the school. It is expected that members of the Leadership Team will report to the rest of the faculty details from these meetings.

7. Professional Learning Community

The principal and staff of Evans will collaborate to promote the professional growth of all staff members, including programs for peer assistance and coaching and ongoing professional development for all staff. The professional growth system will incorporate practices vital to improve the achievement of all students at Evans and ensure teachers the latitude necessary to enact the mission of Evans. Professionals and coaches may be hired on a contract or short-term basis to meet the school's and staff's professional development needs subject to funds available within the building budget.

8. Professional Development

The principal and staff of Evans will collaborate to promote the professional growth of all staff members, through effective professional development that is aligned to the educational goals and plan of the school. We will ensure professional development opportunities are provided to all staff in a fair and professional manner. We reserve the

right to determine the professional development needs of our staff, both individually and school-wide. Professional development must be ongoing in order to continually ensure best instructional practices are implemented effectively. Therefore, we will require resources to be provided each year, through the building budget, to support the professional development needs of our school and staff. The principal, with input from staff, will make final determinations regarding professional development needs.

9. Positive Work Environment

A supportive working environment for staff is integral to providing a positive learning environment for students. The parties will establish a mission-driven school culture that is focused on student achievement in an environment that rewards and celebrates excellence and accomplishment.

10. Hours of Work

The principal and Leadership Team will collaborate with the staff at Evans to establish a calendar and schedule focused on improving student achievement. The school will make hours of employment clear to all employees and make adjustments only with the participation and input of staff. The principal, while focusing on what is best for students, will maintain final decision-making authority.

11. Compensation

Staff at Evans will receive compensation that reflects their commitment to the school and continuing education that improves the quality of instruction and student learning. The compensation and benefits package will be based on the adopted Falcon School District 49 salary schedule. Staff may be able to earn additional pay for performing extra duties and or working extra days at the discretion of the building principal.

12. Leave

All employees at Evans will receive the same long leave entitlements granted under district policy. Annually, all employees will receive 10 sick days and 2 personal days. Sick days are to be used as stated in district policy GBGG. Sick leave may be taken for personal illness, personal medical appointments, and bereavement or for the necessary care and attendance to a member of the employee's immediate family. Sick leave shall not apply during vacation leave, paid holidays or leaves of absence. Personal days may be taken for any reason, but must be pre-approved by the principal at least two (2) days prior to the day being requested.

13. Budget

Evans will receive an annual budget allocation based on the number of students enrolled on October 1. The District and principal will agree on the terms for the budget allocation annually in the spring.

The principal, in consultation with the Leadership Team and staff, will create a school budget dedicated to improving the student achievement of all students at Evans. This will include a determination of which services must remain solely in district control, and which the school may purchase either from the district or an outside provider. The budgeted funds provided to Evans by Falcon School District 49 will be supplemented by grants and fundraising.

14. Management Evaluation

The principal and staff will engage in ongoing collaborative evaluation of the performance of the school. This evaluation will include an annual School Improvement Plan that focuses on overall student performance and student achievement growth.

15. Employee Handbooks

General practices and procedures applicable to the school are incorporated into this Plan and are consistent with the mission and vision of the school. An employee handbook has been developed and is revised on a yearly basis with input from staff members. The employee handbook is available in digital copy for all staff members on the school intranet. All staff must sign they are aware of the employee handbook, its location on the intranet, and that they have reviewed it at the beginning of each school year.

16. Dispute Resolution

The principal and staff at Evans are committed to solving problems in good faith and at the lowest possible level. Therefore, if a staff member(s) believe that the terms of this Plan have been violated, or they have some dispute that they want resolved, they are expected to raise this matter with the principal or an appropriate member of the Evans Leadership Team who will then collaborate to resolve the dispute. If the dispute is not resolved to the satisfaction of the faculty or staff member, an appeal can be made to the Principal and the Principal's decision will be final. If the dispute involves the Principal, the staff member should raise the matter with the Innovation Leader or Chief Executive Officer and that person will collaborate to resolve the dispute. The decision of the Innovation Leader or Chief Executive Officer shall be final in such instance.

17. Innovation Plan Review

This Plan will be reviewed as required by the Innovation Act and CO state law. However, as stated in section 5 above and here, the staff at Evans requires the timeline to be adjusted if there is a change in leadership.

In the event of a change in leadership (principal) at Evans the provisions of this innovation plan will remain in place for a period not to exceed nine (9) months, with the exception of *Section 1. School Staffing/Employment (f.) Non-renewal of Staff*. For purposes of this requirement, the nine (9) month period will begin on the date the board of education approves the hire of a new principal. During this nine (9) month period the new principal, Leadership Team, and staff at Evans will review the Plan and make suggestions concerning items to add to or remove from the existing Plan. On or before the end of the nine (9) month period, the revised Plan must be approved by the Evans staff with the same approval requirements as were utilized during the initial approval and as stated in the Innovation Act and in CO state law.

In the event of a change in leadership (principal) at Evans, *Section 1. School Staffing/Employment (f.) Non-renewal of Staff*, will be void and no longer be recognized as a part of the Innovation Plan effective immediately on the date a new principal is approved by the board of education. This section of the plan will be subject to review among the entire staff within the nine (9) month period mentioned above. However, *Section 1. School Staffing/Employment (f.) Non-renewal of Staff* will be void pending review and approval of the entire plan.

18. Procedure to rescind Innovation Status

As stated above in Section 17, the Non-Renewal portion of this plan, Section 1 (f), will rescind immediately with a change in leadership at Evans on the date a new principal is approved by the board of education. The remainder of the plan will remain in effect and reviewed within a nine (9) month period as described in Section 17 above.

Short of a change in leadership, this agreement will remain in full force and effect unless a recommendation to discontinue is presented to the Building Leadership Team and supported by a vote of 50% + 1 of the Evans certified staff. The recommendation must be made in the Spring, prior to May 1st, in order to rescind the plan for the following school. If a recommendation to rescind as described above is made, the recommendation will be taken to the Falcon School District Board of Education who will then vote and become the official entity to revoke innovation status.

C. IMPROVEMENTS IN ACADEMIC ACHIEVEMENT THAT SCHOOL EXPECTS AS A RESULT OF INNOVATIONS:

The Evans Unified Improvement Plan will outline goals and provide specific details each year regarding achievement goals of the school. These Innovations will allow our school to focus on specific necessary improvements each year that will positively affect student achievement at Evans. We anticipate these innovations will help us reach higher levels of achievement on state and local assessment as well as increased student growth.

D. PROGRAMS, POLICIES, OPERATIONAL DOCUMENTS THAT WILL BE AFFECTED BY INNOVATIONS:

The program to which Evans is committed is summarized in Section B.2 and includes:

- Inquiry based instruction and learning opportunities that encourage the development of students' critical thinking, problem solving, research, social, and self management skills.
- Standards based instruction based on students' needed skills.
- High performance and expectations requiring academic rigor and instructional best practices.
- Creative, enrichment-based approach that encourages students to develop their content knowledge, independence and oral and written communication skills through a challenging curriculum.
- High quality differentiated instruction designed to meet the needs of each student.
- Decision making criteria for adopting or modifying curriculum and instructional practices at Evans based on evidence that it increases student performance and achievement, meets the needs of students, is aligned with state standards, supports and attends to the needs of students targeted for enriched or remediated instruction.
- The staff handbook will be revised to incorporate changes to school procedures, structures, and expectations
- The structure of the school day may change.
- The process and procedure for dismissal of an ineffective teacher.
- The entrance age requirements for Kindergarten students.
- The process and procedures for implementing school choice statute.

E. PROVISIONS OF SERVICES, INCLUDING BUT NOT LIMITED TO (some of these are already covered above):

The focus of the education plan is described in Section B.2. Additionally, Evans will continue to provide all of the district-wide programs for special education students, gifted and talented

students and English Language Learners. Support for interventions and accommodations will be made available to students with identified needs.

Evans will participate in District Title I programs and comply with all expectations of the plan. Should the district change its Title I plan, Evans retains the right to enact its own plan, in alignment with its Innovation Plan.

Evans will comply with the Individuals with Disabilities Education Act (IDEA). The district will provide appropriate staffing to support the needs of our students with disabilities and English Language Learners.

F. PRIOR YEAR BUDGET AND PROPOSED BUDGET INCLUDING FUNDING FOR ALL INNOVATIONS:

Evans will receive an annual budget allocation based on the number of students enrolled on October 1. During the spring, the principal and District will negotiate the actual terms for the budget allocation. This will include a determination of which services must remain solely in district control, and which the school may purchase either from the district or an outside provider. The District will work to develop a process where Evans may be able to purchase services such as: administrative services, transportation, human resources, technology, food services, facility management, maintenance, student services, substitute teachers, and other services traditionally provided at the district level that support the implementation of this Plan from an established price list provided by District. Evans will seek supplemental funding through grants and fundraising events. The budget will be prepared by the principal and the Building Leadership Team at Evans.

Items requiring funding each year to support this Plan:

Recognizing the benefit to the district in maintaining a K-12 International Baccalaureate track, the district will provide additional resources, supplemental to the building budget, to cover yearly dues, professional development, and a coordinator position as required by the International Baccalaureate.

- International Baccalaureate (IB) – yearly dues/fees, supplies to support the programme, and professional development for staff - **\$20,000**
- IB Coordinator –this teaching position ensures the IB PYP is implemented with fidelity and is required of an IB school. This position also takes on a variety of other roles and duties throughout the school as well, relating to the areas of focus for school improvement -**\$50,000** (est.)

Within our budget allocation, Evans anticipates needing to fund the following areas at the approximate levels given based on student enrollment. These may be funded by a combination of our district allocation, fundraising, and grants obtained by our school

- Teaching staff to support our class size ratios - **\$50,000** per teacher (est.)

- Teaching staff to support a Full Day, tuition free Kindergarten program - **\$50,000** per teacher (est.)

The following budget allocations may be provided to the school as determined upon the creation of the building budget each spring. The building principal and the District will determine each spring if these allocations will be made directly to the school or will solely in district control.

- Curricular resources - **\$15,000** (est.) –this amount could change depending on the needs of the school each year
- Technology -**\$25,000** in year one, **\$15,000** each year after to purchase technology that will support and enhance student learning.
- Other purchased services from a list of choices mentioned above

*2011-12 and 2012-13 building budgets, including account allocations, are attached. These budgets do not reflect costs associated with staffing.

G. ESTIMATE OF THE COST SAVINGS AND INCREASED EFFICIENCIES AS A RESULT OF INNOVATIONS:

We do not anticipate increased costs or savings as a result of innovations, just more efficiency in spending and the allocation of funds.

The possibility of purchasing services from the district based on the needs of the school and the educational program would promote the efficient use of school funds and significantly extend the resources currently available.

H. COLLECTIVE BARGAINING AGREEMENT PROVISIONS TO BE WAIVED.

Falcon School District 49 does not currently participate in collective bargaining. Evans is not seeking a waiver to collective bargaining in this Innovation Plan.

I. SCHOOL GOVERNANCE AND THE ROLES, RESPONSIBILITIES AND EXPECTATIONS OF PRINCIPALS IN INNOVATION SCHOOLS.

The Principal is the Instructional and Administrative Leader at Evans. The Principal, working collaboratively with the Building Leadership Team and with input from faculty, staff, and the School Accountability Committee, is responsible for decisions on curriculum, instruction, assessment, the selection, assignment and evaluation of all faculty and staff, development of the budget, as well as general administrative duties for Evans. The Falcon School District 49 Board of Education is accountable for insuring Evans complies with the intent of the waived statutes.

J. EVIDENCE OF MAJORITY OF CONSENT TO DESIGNATE AS AN INNOVATION SCHOOL:

a. ADMINISTRATORS

The Principal and Assistant Principal at Evans International Elementary School are in full support of the school Plan.

*see attached letter of support signed by the Evans International Elementary School administrative team

b. TEACHERS

On Thursday, September 15, 2011- 84% of the certified staff voted in favor of the Evans International Elementary School Innovation Plan. Thirty-seven (37) staff members voted yes, five (5) voted no, and two (2) abstained. Don Beiger, Executive Officer for Educational Services for Falcon District 49 certified our vote.

*see attached letter of support from the Don Beiger, Executive Officer for Educational Services for Falcon District 49

c. SCHOOL ADVISORY COUNCIL

*see attached letter of support from the Evans International Elementary School SAC

K. STATEMENT OF LEVEL OF SUPPORT FOR DESIGNATION AS AN INNOVATION SCHOOL/ZONE:

a. OTHER PERSONS EMPLOYED AT THE SCHOOL

The classified staff at Evans is aware and supportive of our Innovation Plan.

b. STUDENTS AND PARENTS OF STUDENTS ENROLLED AT THE SCHOOL

Students and parents are supportive of Evans being designated of an Innovation School.

*see attached letter of support from the Evans International Elementary School SAC

c. COMMUNITY SURROUNDING THE SCHOOL

The surrounding community is supportive of Evans being designated as an Innovation School.

*see attached letter of support from the Evans International Elementary School SAC

L. DESCRIPTION OF STATE AND DISTRICT POLICIES THAT NEED TO BE WAIVED BEFORE INNOVATIONS CAN BE IMPLEMENTED:

Colorado Revised Statutes to be waived:

- C.R.S. – 22-9-106 –*Local boards of education – duties-performance evaluation system*
- C.R.S. -- 22-11-210 –*Public Schools –annual review-plans-supports and interventions-* we request to be held accountable to the state expectations, without BOE adding additional requirements.
- Article 36 *Public Schools of Choice -C.R.S -22-36-101 Choice of programs and schools within school districts*

- C.R.S – 22-32-109(t) –*Board of Education-Specific Power-Determine Educational Programs*
- C.R.S - 22-32-109(u) –*Board of Education-Specific Duties-Textbooks Selection*
- C.R.S - 22-32-109 (1)(n)(I), 22-32-109(1)(n)(II)(A) & 22-32-109(1)(n)(II)(B) -*Board of Education-Specific Duties-School Calendar & Instructional Day*
- Article 63 Teacher Employment, Compensation, and Dismissal –C.R.S -22-63-202 – Employment Contracts-contracts to be in writing-duration-damage provision
- Article 63 Teacher Employment, Compensation, and Dismissal –C.R.S -22-63-203 – Probationary Teachers-renewal and nonrenewal of employment contracts
- Article 63 Teacher Employment, Compensation, and Dismissal –C.R.S -22-63-203.5 – Nonprobationary portability
- Article 63 Teacher Employment, Compensation, and Dismissal –C.R.S -22-63-301 – Grounds for dismissal
- Article 63 Teacher Employment, Compensation, and Dismissal –C.R.S -22-63-302 – Procedure for dismissal-judicial review
- C.R.S – 22-32-110(h) –*Board of Education –Specific Powers*

Falcon Board of Education polices to be waived:

- GCE-R/GCF-R – Instructional Staff Recruiting/Hiring
- GCI -- Staff Professional Development
- GCOA/GCOA-R -- Evaluation of Instructional Staff
- GCKA/GCKA-R --Instructional Staff Transfer and Vacancy
- GDO/GDO-R -- Evaluation of Support Staff
- GDE/GDF -- Educational Support Staff Recruiting/Hiring
- JEB --Entrance Age Requirements
- JFBA/JFBA-R --School Choice/Open Enrollment Transfer Policy
- JFBB --Inter-district Choice/Open Enrollment
- IGA --Curriculum Development
- IGD --Curriculum Adoption
- IGF --Curriculum Review
- ADF --Falcon School District 49 Wellness Policy
- IKAB --Report Cards/Progress Reports
- IJJ --Textbook Selection and Adoption
- IIB --Class Size
- Any other District policies that impede the implementation of this Innovation Plan will also be waived

C.R.S.	Title/Subject	Substantive/Delegation	Rationale/ Replacement Plan
22-9-106	<i>Local boards of education – duties-performance evaluation</i>	The school will meet or exceed the requirements of state law when conducting teacher evaluations. The school will have the authority to utilize an	The evaluation instrument will be comparable to or exceed the standards specified in the State statute. We will utilize a tool that reflects the

	<i>system</i>	evaluation system, including the instrument and frequency that will met state requirements.	goals, mission, and vision of the school. The tool will evaluate licensed staff on quality standards that are linked to classroom instruction. Through evaluation and continuous feedback, the goal will be to improve instruction and the academic growth of each individual student. All licensed staff will have a minimum of one formal evaluation and a minimum of two informal evaluations each year. Areas of strength, growth, and concern related to classroom instruction and student growth will be noted on the evaluation.
22-11-210	<i>Public Schools – annual review-plans-supports and interventions</i>	The school will comply with all state reporting requirements, without adding additional requirements of the district.	The school will develop improvement plans each year as required by state law, but will not be subject to additional requirements by the district for reporting.
22-36-101	<i>Article 36 Public Schools of Choice - Choice of programs and schools within school districts</i>	<p>The school will review choice applications and maintain the right to accept or deny the enrollment of students throughout the year.</p> <p>This waiver will allow decisions related to school choice to remain at the building level and all other intentions of this statute will remain in place.</p>	<p>The acceptance or denial of students through choice will be at the principal's discretion.</p> <p>Choice may be revoked during the school year if the behavior, attendance or other factors so warrant as outlined in district policy.</p>
22-63-202, 22-63-203, 22-63-203.5, 22-63-301, 22-63-302,	<i>Article 63 Teacher Employment, Compensation, and Dismissal</i>	<p>Certified staff employed at the school will maintain probationary status.</p> <p>Each year licensed employees will be evaluated based on instructional practices and student growth. Those staff members demonstrating effectiveness, through</p>	The school is committed to ensuring a dedicated and effective staff is in place for students each year.

		<p>evaluation, will return the following year.</p> <p>Staff in years 1-3 will maintain probationary status and may be non-renewed as outlined in state statute.</p> <p>Teachers with 3 years or less of experience in Falcon School District 49 will not make it to a fourth year of employment without a demonstration of effectiveness during their first 3 years.</p> <p>Beginning with year 4 of employment in Falcon School District 49, employees at Evans have the opportunity to earn due process and remediation as described below if they have previously had 3 years of effective evaluations.</p> <p>Staff in years 4 and beyond may be non-renewed as long as the requirements outlined in this plan have been met, including a minimum of 8 evaluations, and placement on a plan of remediation by November 15th of the school year non-renewal is recommended.</p>	
22-32-109(t)	<i>Board of Education – Specific Powers</i>	The school will have the authority to establish an educational program and supporting resources. The school will align its instructional program to state and local standards.	The school will adopt state content standards and plan for implementation of content standards through a high quality educational program as described in this Plan.
22-32-109(1)(n) (l)	<i>Schedule and</i>	The school will have the authority to establish its own	The schedule and calendar of the School will meet or exceed statutory

22-32-109(1)(n)(II)(A) 22-32-109(1)(n)(II)(B)	<i>Calendar</i>	calendar and staff scheduling in conjunction with the District calendar and priorities.	<p>minimums for calendar, hours of teacher/pupil contact and schedule. Teacher work days and professional development days will be determined at the school level and reflected in the calendar.</p> <p>Within the adopted district calendar, the school will have the autonomy to determine the daily schedule for staff as well as the specific use of district assigned days that are not student contact days.</p> <p>Subject to district oversight.</p>
22-32-109(t) 22-32-109(u)	<i>Determine educational program and prescribe textbooks</i>	Delegate authority to the school to establish an educational program and textbooks, and require the school to align its instructional program to state and local standards	<p>School educational program is described in the Innovation Plan and Business Plan.</p> <p>School will be able to adapt its instructional program in alignment with state standards.</p> <p>School will be able to adopt textbooks, utilizing resources provided by the district, to support the instructional program. Textbooks will be provided to students free of charge.</p>

Falcon D49 Board of Education Policy	Title/Subject	Substantive/Delegation	Rationale/Replacement Plan
GCE-R/GCF-R	<i>Instructional Staff Recruiting/Hiring</i>	The school will have the authority to interview and hire staff that meet Highly Qualified requirements. The school will have the authority to determine placement decisions of staff	The District will no longer make direct placement of teachers to the school, without the approval of the principal.
GCA	<i>Professional Staff Positions</i>	The school will determine individual job functions and write job descriptions or utilize standard district job descriptions, depending on what is appropriate for the job	The Principal, with the assistance of Human Resources and the Evans Building Leadership Team will write job descriptions which include essential job functions and

			responsibilities.
GCI/GCI-R	<i>Staff Professional Development</i>	The school will promote the professional development and growth of all staff through professional development that is aligned to the educational program and goals of the school.	The school will determine the professional development needs of our staff, individually and school-wide. The principal, in collaboration with staff, will determine the professional development needs of the school.
GCOA/GC OA-R	<i>Evaluation of Instructional Staff</i>	The school will meet or exceed the requirements of state law when conducting teacher evaluations. The school will have the authority to utilize an evaluation system, including the instrument and frequency that will meet state requirements.	<p>The evaluation instrument will be comparable to or exceed the standards specified in the State statute.</p> <p>We will utilize a tool that reflects the goals, mission, and vision of the school. The tool will evaluate licensed staff on quality standards that are linked to classroom instruction. Through evaluation and continuous feedback, the goal will be to improve instruction and the academic growth of each individual student. All licensed staff will have a minimum of one formal evaluation and a minimum of two informal evaluations each year. Areas of strength, growth, and concern related to classroom instruction and student growth will be noted on the evaluation.</p>
GCKA/GC KA-R	<i>Instructional Staff Transfer and Vacancy</i>	The school will have the authority to interview and hire staff that meet Highly Qualified requirements. The school will have the authority to determine placement decisions of staff	The District will no longer make direct placement of teachers to the school, without the approval of the principal.
GDO/GDO -R	<i>Evaluation of Support Staff</i>	The school will evaluate all support staff who are assigned to the building on a full-time basis.	The school will maintain the authority to evaluate all employees that are employed at Evans on a full-time basis. The principal, through evaluation, will make determinations on the continued employment of

			support staff on a yearly.
JEB IHBIB- IHBIB-R	<i>Entrance Age Requirements</i>	The school will require students to turn five (5) years of age by August 15 th each year in order to begin Kindergarten. Students who do not reach the entrance age requirement by August 15 th , may show they are ready for Kindergarten through other methods outlined in the plan.	<p>An August 15th entrance age requirement will provide additional time for students to be prepared academically and socially for Kindergarten.</p> <p>65% (22 of 34) of our students school-wide whose birthday falls between August 15th and September 15th are below grade level.</p> <p>A child who is four (4) years old on August 15th may request early entrance to Kindergarten through an assessment that will be given at the school.</p> <p>At the principal's discretion, a child may be admitted to Kindergarten if they show they are ready socially, emotionally, and academically.</p>
IIB	<i>Class Size</i>	<p>Recognizing that class size impacts student growth and achievement, we will strive to maintain the following student-teacher ratios: Kindergarten and first grades will have a targeted class size of 22:1, second and third grades we will have a targeted class size of 23:1 and-fourth and fifth grades we will have a targeted class size of 25:1. When staffing ratios exceed those above by 2 students, it may be necessary to add additional staff, provided funds are available to do so.</p> <p>A Full Day Kindergarten program provides a significant benefit to students in building their foundation for success in school. Evans will offer a comprehensive Full Day Kindergarten program each year that is tuition free.</p>	<p>There is ample research that shows a strong correlation between class sizes and the individual growth and achievement of students.</p> <p>We have firsthand knowledge of the benefit lower class size provides to students and the ability to deliver effective, specific, intensive instruction to each student on a daily basis.</p> <p>Evidence supports class sizes in the primary grades as essential to helping children learn to read.</p> <p>A Full Day Kindergarten program provides a significant benefit to students in building their foundation for success in school.</p>
JFBA/JFB	<i>School Choice/Open</i>	The school will review choice	The acceptance or denial of students

A-R	<i>Enrollment Transfer Policy</i>	applications and maintain the right to accept or deny the enrollment of students throughout the year.	through choice will be at the principal's discretion.
JFBB	<i>Inter-district Choice/Open Enrollment</i>		Choice may be revoked during the school year if the behavior, attendance or other factors so warrant as outlined in district policy.
IGA/IGD/IGF	<i>Curriculum Development/Adoption/ Review</i>	<p>The school will have the authority to make curricular and instructional decisions that are aligned to state standards and support the educational program of the school.</p> <p>The school will have the authority to purchase resources that support the implementation of our educational program.</p> <p>Resources will be reviewed and revised on an ongoing basis through collaboration among staff.</p>	<p>The Principal will collaborate with staff through the Building Leadership Team to select instructional resources that support the goals and educational program of the school.</p> <p>All purchases will support and enhance the program that is outlined in this Plan.</p>
IJJ	<i>Textbook Selection and Adoption</i>	The school will have the authority to select its own curriculum and instructional resources.	The Principal and Building Leadership Team shall facilitate the selection of instructional resources and materials. Review of instructional resources will occur on an ongoing basis
ADF	<i>Falcon School District 49 Wellness Policy</i>	The school will encourage the development of our student's academic, physical, social, and emotional well being through a comprehensive education. With current resources, personnel, and space we are unable to meet all of the requirements.	<p>The school will provide a quality educational program to all students without the unnecessary burden of this requirement.</p> <p>Students will have adequate time for lunch and physical activity each day.</p>
IKAB	<i>Report Cards/Progress Reports</i>	The school will have the authority to report the academic, social, and emotional progress of students in a method that is aligned to our educational program and is easy to understand and meaningful to parents.	Evans will report the individual progress of each student toward grade level standards through an instrument/method that is understandable and meaningful to parents.
IC/ICA	<i>School Year/School Calendar/Instruction Time</i>	The school will have the authority to establish its own calendar and staff scheduling in conjunction with the	The schedule and calendar of the School will meet or exceed statutory minimums for calendar, hours of teacher/pupil contact and schedule.

		District calendar and priorities.	<p>Teacher work days and professional development days will be determined at the school level and reflected in the calendar.</p> <p>Within the adopted district calendar, the school will have the autonomy to determine the daily schedule for staff as well as the specific use of district assigned days that are not student contact days.</p> <p>Subject to district oversight.</p>
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M. DESCRIPTION OF HOW SCHOOL(S) WILL COMPLY WITH NCLB TITLE II-A REQUIREMENTS (IF INNOVATIONS RELATED TO EMPLOYMENT PRACTICES AND/OR STAFFING PLANS):

Evans will continue to fulfill all requirements related to Title I. We will only employ Highly Qualified staff as required by NCLB. We will develop a Title I plan each year that incorporates Title requirements and supports the educational program at Evans and the Innovation Plan.

N. ANY ADDITIONAL INFORMATION REQUIRED BY FALCON BOARD OF EDUCATION:

O. WRITTEN RESOLUTION FROM THE FALCON BOARD OF EDUCATION APPROVING PLAN AND SEEKING DESIGNATION AS A DISTRICT OF INNOVATION:

*see attached letter

2011-12 Evans International Elementary Budget

Budgetary Category	Starting Budget
0010 General Elementary Education	\$ 22,764.00
12-10-131-11-0010-0430-000-0000 Instructional Repairs / Maintenance	\$ 4,000.00
12-10-131-11-0010-0610-000-0000 Instructional Class Supplies	\$ 18,264.00
12-10-131-11-0010-0735-000-0000 Instructional equipment < \$5000.00	\$ -
12-10-131-11-0010-0852-000-0000 Instruction General Maintenance Work	\$ 500.00
12-10-131-11-0010-0390-000-0000 Prof Technical Services (copier)	\$ 800.00
12-10-131-24-2410-0120-506-0000 EES secretary sub	\$ 1,200.00
0080 Media Resources	\$ 4,351.00
12-10-131-11-0080-0640-000-0000 EES Instruction Library Books	\$ 120.00
12-10-131-11-0080-0650-000-0000 EES Instruction Media Software	\$ 4,231.00
0200 Art	\$ 1,400.00
12-10-131-11-0200-0610-000-0000 EES Instruction Art Class Supplies	\$ 1,400.00
0620 Foreign Language	\$ -
12-10-131-11-0620-0610-000-0000 EES Instruction Spanish Supplies	\$ -
0830 Physical Curriculum	\$ 1,389.00
12-10-131-11-0830-0610-000-0000 EES Instruction PE Class Supplies	\$ 1,389.00
1200 Music	\$ 217.00
12-10-131-11-1200-0610-000-0000 EES Music Class Supplies	\$ 217.00
1300 Natural Science	\$ 1,313.00
12-10-131-11-1300-0610-000-0000 EES Instruction Science Class Supplies	\$ 1,313.00
1600 Technical Education	\$ 23,568.00
12-10-131-11-1600-0610-000-0000 EES Instruction Tech Ed Class Supplies	\$ 209.00
12-10-131-11-1600-0734-000-0000 EES Instruction Tech Ed Computer Equip.	\$ 23,359.00
1700 Special Education	\$ 414.00
12-10-131-12-1701-0533-000-3130 EES SPED POSTAGE	\$ -
12-10-131-12-1701-0610-000-3130 EES SPED Class Supplies	\$ 414.00
1910 Creative Units - X- Duty Salary	\$ 3,090.00
13-10-131-14-1910-0150-205-0000 EES Creative Units - X- Duty Salary	\$ 3,090.00
2120 EES Counseling Supplies	\$ 285.00
12-10-131-21-2120-0610-000-0000 EES Counseling Supplies	\$ 285.00
2213 EES Staff Training	\$ 9,506.00
12-10-131-22-2213-0581-000-0000 EES Staff Training	\$ 9,506.00
2130 Health Account	\$ 1,137.00
12-10-131-21-2130-0610-000-0000 Health Account	\$ 1,137.00
2410 School Administration	\$ 13,414.00
12-10-131-24-2410-0533-000-0000 EES School Admin Postage	\$ 281.00
12-10-131-24-2410-0610-000-0000 EES School Admin Supplies	\$ 13,133.00
12-10-131-24-2410-0733-000-0000 EES School Admin Furniture / Fixtures	\$ -
12-10-131-24-2410-0734-000-0000 EES School Admin Tech	\$ -
9000 Reserves	\$ 598.00
12-11-131-90-9000-0840-000-0000 EES Contingency	\$ 598.00
131 Evans Elementary School	\$ 83,446.00
10-10-131-75 IB	\$ 23,633.00
12-10-131-75-2213-0582-000-0000 IB travel	\$ 21,405.00
12-10-131-75-0010-0610-000-0000 IB Supplies	\$ 1,692.00
12-10-131-75-0010-0640-000-0000 IB Books	\$ 536.00

2012-13 Evans International Elementary Budget

Budgetary Category	Starting Budget
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0010 General Elementary Education	\$	22,800.00
3-10-131-11-0010-0430-000-0000 Instructional Repairs / Maintenance	\$	4,800.00
3-10-131-11-0010-0610-000-0000 Instructional Class Supplies	\$	18,000.00
3-10-131-11-0010-0735-000-0000 Instructional equipment < \$5000.00	\$	-
3-10-131-11-0010-0852-000-0000 Instruction General Maintenance Work	\$	-
3-10-131-11-0010-0390-000-0000 Prof Technical Services (copier)	\$	800.00
3-10-131-24-2410-0120-506-0000 EES secretary sub	\$	1,200.00
0080 Media Resources	\$	5,000.00
3-10-131-11-0080-0640-000-0000 EES Instruction Library Books	\$	1,000.00
3-10-131-11-0080-0650-000-0000 EES Instruction Media Software	\$	4,000.00
0200 Art	\$	1,600.00
3-10-131-11-0200-0610-000-0000 EES Instruction Art Class Supplies	\$	1,600.00
0620 Foreign Language	\$	500.00
3-10-131-11-0620-0610-000-0000 EES Instruction Spanish Supplies	\$	500.00
0830 Physical Curriculum	\$	1,500.00
3-10-131-11-0830-0610-000-0000 EES Instruction PE Class Supplies	\$	1,500.00
1200 Music	\$	500.00
3-10-131-11-1200-0610-000-0000 EES Music Class Supplies	\$	500.00
1300 Natural Science	\$	1,000.00
3-10-131-11-1300-0610-000-0000 EES Instruction Science Class Supplies	\$	1,000.00
1600 Technical Education	\$	15,500.00
3-10-131-11-1600-0610-000-0000 EES Instruction Tech Ed Class Supplies	\$	500.00
3-10-131-11-1600-0734-000-0000 EES Instruction Tech Ed Computer Equip.	\$	15,000.00
1700 Special Education	\$	500.00
3-10-131-12-1701-0533-000-3130 EES SPED POSTAGE	\$	-
3-10-131-12-1701-0610-000-3130 EES SPED Class Supplies	\$	500.00
1910 Creative Units - X- Duty Salary	\$	3,000.00
3-10-131-14-1910-0150-205-0000 EES Creative Units - X- Duty Salary	\$	3,000.00
2120 EES Counseling Supplies	\$	500.00
3-10-131-21-2120-0610-000-0000 EES Counseling Supplies	\$	500.00
2213 EES Staff Training	\$	5,000.00
3-10-131-22-2213-0581-000-0000 EES Staff Training	\$	5,000.00
2130 Health Account	\$	1,000.00
3-10-131-21-2130-0610-000-0000 Health Account	\$	1,000.00
2410 School Administration	\$	18,500.00
3-10-131-24-2410-0533-000-0000 EES School Admin Postage	\$	500.00
3-10-131-24-2410-0610-000-0000 EES School Admin Supplies	\$	18,000.00
3-10-131-24-2410-0733-000-0000 EES School Admin Furniture / Fixtures	\$	-
3-10-131-24-2410-0734-000-0000 EES School Admin Tech	\$	-
9000 Reserves	\$	4,498.00
3-11-131-90-9000-0840-000-0000 EES Contingency	\$	4,498.00
131 Evans Elementary School	\$	81,398.00
10-10-131-75 IB	\$	20,943.00
3-10-131-75-2213-0582-000-0000 IB travel	\$	15,000.00
3-10-131-75-0010-0610-000-0000 IB Supplies	\$	2,943.00
3-10-131-75-0010-0640-000-0000 IB Books	\$	3,000.00

Evans International Elementary School

1675 Winnebago Road
Colorado Springs, CO 80915
Phone: (719) 495-5299
Fax: (719) 495-5298

Dustin Horras, *Principal*
Michelle Slyter, *Assistant Principal*



September 13, 2011

Falcon School District 49 Board of Education,

The purpose of this letter is to inform the school board that the SAC at Evans International Elementary School has reviewed and is supportive of the application for Innovation Status. This plan will provide an innovative and rigorous instructional program that explicitly targets state standards and implements best practices based on research. We also believe this plan will prepare Evans students for the academic rigor necessary to be successful. We hope that you reach our consensus and allow Evans International Elementary School Innovation Status.

Sincerely,

Christy A. Miner
Laticia Childress

Sarah N. Curtis
Kevin D. Fudge



10850 East Woodmen Road • Falcon, CO 80831
Tel: 719-495-1100 • Fax: 719-494-8900

May 23, 2012

Dear CDE Staff:

On Thursday, September 15, 2011, I certified the vote for the Evans International Elementary School Innovation plan. Eighty-Four percent of the certified staff voted in favor of the Innovation Plan. Thirty-seven (37) staff members voted yes, five (5) voted no and two (2) abstained.

Sincerely,

Don Begier
Executive Officer for Educational Services

~ Becky Carter, Chief Education Officer ~ ~ Brett Ridgway CPA, Chief Business Officer
~ Mark Carara, Falcon Area Innovation Zone Leader ~ ~ Sean Dorsey, Sand Creek Innovation Zone Leader
~ Robert Felice, Vista Ridge Innovation Zone Leader ~ ~ Kim McClelland, iConnect Innovation Leader ~

Evans International Elementary School

1675 Winnebago Road
Colorado Springs, CO 80915
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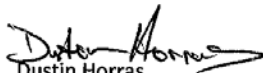
Dustin Horras, *Principal*
Michelle Slyter, *Assistant Principal*



May 30, 2012

Falcon School District 49 Board of Education,

The administrative team at Evans International Elementary School is in full support of the school's Innovation Plan.


Dustin Horras
Principal


Michelle Slyter
Assistant Principal



10850 East Woodmen Road • Falcon, CO 80831
Tel: 719-495-1100 • Fax: 719-494-8900

May 1, 2012

Members of the Colorado State Board of Education:

The purpose of this letter is to endorse the proposal being submitted by Evans International Elementary School to be considered an "Innovation School" under the Innovation Schools Act of 2008. We have been working closely with Evans Principal, Dustin Horras, and our organization is fully committed to the innovations being implemented at the school; we believe in the vision and we believe in the dedicated professionals advancing it on behalf of Evans' students.

Implementing creative, efficient, student-focused, research-based methods of meeting the needs of students has been an integral part of Evans' professional culture. Designating Evans International as an innovation school will enable this groundbreaking work to flourish and to serve as a model for others.

Falcon School District 49 fully endorses the school's proposal and look forward to supporting the work to ensure that Evans' students are successful while they are in K-12 school, in college, and in all other aspects of their lives.

Sincerely,

Ms. Tammy Harold

Falcon School District 49

President-Board of Education

~ Becky Carter, Chief Education Officer ~ ~ Brett Ridgway CPA, Chief Business Officer
~ Mark Carara, Falcon Area Innovation Zone Leader ~ ~ Sean Dorsey, Sand Creek Innovation Zone Leader
~ Robert Felice, Vista Ridge Innovation Zone Leader ~ ~ Kim McClelland, iConnect Innovation Leader ~