

Remington Elementary School Waivers

REMINGTON ELEMENTARY SCHOOL APPLICATION TO BE DESIGNATED AS AN INNOVATION SCHOOL

A. MISSION STATEMENT:

We will create a safe and positive environment in which respect for self and for education is fostered in each child.

We will create opportunities for each child to grow in responsibility to self and others.

We will guide each student in building a solid base of skills from which to academically and creatively soar.

We will model belief in the power of knowledge, the importance of ethics, and the sustaining strength of community to help insure the best possible future for each and every child.

Remington will achieve this mission by establishing clear policies, calendar schedules, and academic supports through the proposed innovation plan.

REMINGTON VISION STATEMENT:

Remington is a school of excellence that unites with the community and celebrates the uniqueness and success of every student. Our dedicated staff will empower all students to develop critical thinking and problem solving skills and will provide them with the 21st century skills necessary to achieve success in today's diverse society. Our teachers will collaborate with integrity and respect in an on-going commitment to foster a safe and positive environment.

GOALS/BELIEFS:

WE BELIEVE:

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- * There are no programs, policies, or operational documents at Remington Elementary that would be affected by innovations of the plan
- * In appreciating each student and cultivating their unique abilities
- * All students shall have a safe and nurturing environment in which to learn
- * All students shall have access to a high quality education
- * Our school will provide an inclusive atmosphere
- * Remington Elementary will adhere to all NCLB requirements.
- * All students will utilize the PBIS model to enhance the learning environment
- * In fostering individual learning styles and embracing diversity
- * Remington Elementary will adhere to all IDEA requirements.
- * We do not have a collective bargaining agreement in Falcon District #49 and no part of an innovation plan would conflict.

B. INNOVATIONS:

1. School Staffing/Employment

Remington 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, Remington 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, Remington 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 Remington.

a. Hiring

With input from the Remington staff, the principal will make final decisions on hiring of staff at Remington. 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

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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, Remington 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 it not limited to them. Personnel for open positions/vacancies will be selected as soon as possible a vacancy is determined.

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 Remington 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 Remington 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. 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 Access to Kindergarten in accordance with the applicable state law. Evaluation and 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

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- 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.

b. 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. Evidence supports class sizes in the primary grades as essential to helping children learn to read. In Kindergarten and First grades we will have a targeted class size of 22:1, and request the ability to add another teacher when that ratio reaches 24:1. In Second and Third grades we will have a targeted class size of 23:1 and will add another teacher when that ratio reaches 25:1. In Fourth and Fifth grades we will have a targeted class size of 25:1 and will add another teacher when the ratio reaches 27:1. It will be a priority within our building budget to add additional staff members when staff ratios exceed those above by 2 students, provided funds are available to do so.

3. Annual Review/School Improvement Plans

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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. Remington 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.

4. Health and Wellness

The academic, physical, social, and emotional well being of our students is of primary importance at Remington. To meet the health and wellness requirements we cannot be held accountable to policy or law that is impossible to enforce. We request a waiver to BOE policy ADF in order to more effectively provide a quality educational program to our students without unnecessary burden. We will continue to be responsible for upholding federal law.

5. School Choice/Open Enrollment

The staff at Remington 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 Remington when space and resources allow. Unfortunately, there may be instances where a choice student is not successful at Remington. 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 Remington. The administrative team at Remington reserves the right to accept, deny, or revoke choice enrollment for any student who does not reside in the Remington boundaries. Responsibility for enforcing BOE policies JFBA, JFBH-R, and JFBB will remain at the sole discretion of the Remington principal. The Remington principal will be responsible in determining if choice applications are approved, denied, or revoked. All other aspects of the statute will be adhered to. 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

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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 Remington, 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 at his discretion.

6. School Calendar/Class Scheduling

Remington 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 releases, 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 Remington 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.). We will allow opportunities for staff to attend centralized trainings in specialized areas like Special Education and GT.

Class assignments at Remington 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.

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7. Budget

No cost savings is expected. We do feel there will be increased efficiencies that may not be measurable quantitatively, but will make better sense on a qualitative measure.

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G. Waivers

Colorado Revised Statutes

To enhance the ability of Remington Elementary to innovate, we request the following Colorado Revised Statutes be waived:

| C.R.S. | Title/Subject | Substantive/Delegation | Rationale/ Replacement Plan |
|--|--|--|---|
| 22-32-109 | <u>Board of Education – Required Duties</u> Local Board duties concerning selection of personnel and pay | | Remington Elementary School will select teaching staff directly. |
| 22-32-109(n) | Schedule and Calendar | Delegate authority to school to establish its own calendar Within the district-wide calendar, Remington will have the autonomy to determine the specific use of district assigned days that are not student contact days. | <i>Schedule and calendar</i> Remington Elementary School will meet or exceed statutory minimums for calendar, hours of teacher/pupil contact and schedule. Subject to district oversight. |
| 22-32- 109(n)(II)(A) 22-32- 109(n)(II)(B) | Actual hours of teacher-pupil instruction and contact School Calendar | Delegate authority to school to establish its own calendar | Actual hours of teacher-pupil instruction and contact. <i>See above.</i> |

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| 22-32-109(t) | Determine educational program and prescribe textbooks | 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 | Remington Elementary School's educational program is described in the Innovation Plan. Remington Elementary School will be able to adapt its instructional program in alignment with state standards. |
| 22-32-109(aa) | Adopt content standards and plan for implementation of content standards | 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 | Adopt content standards and plan for implementation of content standards. <i>See above.</i> |

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| 22-36-101 | | Delegates authority to the school instead of the district when appropriate school of choice contract needs to be revoked. | District and school policy is described in the Innovation Plan. |
| 22-63-201 | Teacher Employment, Compensation and Dismissal Act of 1990; Employment license required-Exception | The school will comply with federal law and regulation on Highly qualified Teacher. The board delegates to the school the duty to identify employees as highly qualified. | Remington Elementary School will verify to the district the qualifications of teachers for the purpose of complying with federal law and the schools will face the same sanctions as other district schools. |
| 22-63-206 | Teacher Employment, Compensation and Dismissal Act of 1990 | Transfer of teachers – compensation | District will no longer make direct placement of teachers to the school, or direct placement within schools |

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District Policies

In addition, we request the following District Policies to be waived:

| FSD 49 Board Policy | Title/Subject | Substantive/Delegation | Rationale/ Replacement Plan |
|---------------------|-------------------------------------|--|---|
| GCA | <u>Professional Staff Positions</u> | All certificated, administrative, and supervisory positions in the school district shall be established initially by the Innovation Zone Leadership Team. All changes in the titles and/or responsibilities of administrative and supervisory positions shall be approved by the Zone Leadership Team. It will be a priority within our building budget to add additional staff when staff ratios exceeds <i>K-1gr. 22:1, 2-3gr. 23:1, 4-5gr. 25:1</i> by 2 students, provided | Remington Elementary School shall have the ability to create and establish professional positions as a means of addressing student achievement needs in a timely fashion. |

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| | | funds are available to do so. | |
| IGA | <u>Curriculum Development</u> | Delegates authority to Remington Elementary School to develop curriculum which meets/exceeds State Standards. Curriculum will be reviewed by professional staff for efficacy. Results will be reported to the Sand Creek Innovation Leadership Team. | Building Leadership Teams will develop and utilize a collaborative process to create curriculum and monitor its effects on student achievement. Remington Elementary School Leadership Team will have full oversight of this process. |
| IJ | <u>Instructional Resources and Materials Selection and Adoption</u> | Delegates authority to Remington Elementary School to select its own curriculum and instructional resources. | The Principal and Remington Elementary School Leadership Team shall facilitate the selection of instructional resources and materials using a rubric-based assessment process. The community will have an opportunity to review materials. Final approval of instructional materials will rest with the Remington Elementary School Leadership Team. |

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| IGF | <u>Curriculum Review</u> | Delegates authority to Remington Elementary School to determine the frequency and process with which curriculum will be reviewed. | The Remington Elementary School Leadership Team in collaboration with staff will develop a process and calendar for curriculum review. |
| IGD | <u>Curriculum Adoption</u> | Delegates authority to Remington Elementary School to determine education programs best suited to the needs of its students. | The Remington Elementary School will develop and implement collaborative processes to research and adopt curriculum that meets the needs of its students. Curriculum will be evaluated in its ability to produce learners that demonstrate proficiency with the state standards. |
| IHA | <u>Basic Instructional Program</u> | Delegates authority to Remington Elementary School to develop and implement a basic instructional program aligned with the state standards. | The Remington Elementary School Leadership Team will develop a collaborative process to develop, implement, and review the instructional program offered to our students. |

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| IJJ | <u>Textbook Selection and Adoption</u> | Delegates authority to Remington Elementary School to select and adopt textbooks | Remington Elementary School shall create Pre K- 5 curriculum articulation teams that are grade-level and content area specific. One of the responsibilities of the curriculum articulation teams will be to review and suggest textbooks to be adopted. Final decisions regarding textbook adoptions shall rest with the Remington Elementary School Leadership Team. |
| IKA | <u>Grading and Assessment Systems</u> | Delegates authority to the Remington Elementary School Leadership Team to approve the grading and assessment systems of its schools. | The Remington Elementary School shall create and maintain standards-based assessment and grading systems. Schools are highly encouraged to develop common interim assessments, as well as common final exams aligned with State Standards. All assessment and grading systems shall be approved by the Remington Elementary School Leadership Team. |