



Charter School Waiver Request Form

(Updated December 2014)

The following automatic waivers have been granted to all charter schools pursuant to Colorado Revised Statutes § 22-2-107 (1) (c), § 22-2-106 (1) (h) and HB 14-1292. No documentation is required by the state for waivers from the following statutes:

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

For any non-automatic waiver requests, please provide electronic (PDF) versions of the following:

- A signed copy of the charter contract, renewal or extension between the charter school and its authorizer, including a complete list of requested waivers as an appendix.
- Waiver Request Form-complete, typed and signed by both the school and its authorizer
- A Rationale and Replacement Plan (RRP) for each non-automatic waiver being requested. A sample RRP can be found [here](#).

Please be advised that the following waivers are no longer considered automatic:

State Statute Citation	Description
22-9-106, C.R.S.	Local board duties concerning performance evaluations
22-32-109(1)(n)(I), C.R.S.	Local board duties concerning school calendar
22-32-109(1)(n)(II)(B), C.R.S.	Adopt district calendar
22-63-201, C.R.S.	Teacher Employment Act-Compensation & Dismissal Act-Requirement to hold a certificate
22-63-202, C.R.S.	Teacher Employment Act- Contracts in writing, damage provision
22-63-203, C.R.S.	Teacher Employment Act- Requirements for probationary teacher, renewal & nonrenewal
22-63-206, C.R.S.	Teacher Employment Act-Transfer of teachers

Charter School Information:

Charter School Name: Compass Montessori Secondary School (Compass Montessori - Golden)

Charter school mailing address:

Street: 4441 Salvia Street
 City: Golden Zip Code: 80403

Charter school contact name: Dan Koerner

Title: Director of Operations
 Phone: (803-982-6610) EXT: _____ Email address: dkoerner@compassk12.org

Projected or current enrollment: 417 Grades served: Lowest: PreK Highest: 12

Term of the charter contract: 01/01/2018 (MM/DD/YY) through June 30, 23 (YYYY)

Enter the year the charter school originally opened: 1998 (YYYY)

Waiver request prepared for the charter school by: Dan Koerner

Phone: (803-982-4138) EXT: _____ Email: dkoerner@compassk12.org

Authorizer Information:

Charter School Institute Name of local school district: Jefferson County Schools

Authorizer's mailing address:

Street: 1829 Denver West Drive
 City: Golden, CO Zip Code: 80401

Authorizer contact name: Tim Matlick

Title: Charter School Achievement Director
 Phone: (803-982-6610) EXT: _____ Email address: timothy.matlick@jeffco.k12.co.us

Please list the non-automatic waiver(s) from statute and rule that are being requested below:

22-2-112(1)(q)(I)
22-7-1014(2)(a)
22-9-106
22-32-109(1)(n)(I)
22-32-109(1)(n)(II)(A)
22-32-109(1)(n)(II)(B)
22-63-201
22-63-202
22-63-203
22-63-206

Required Signatures

Authorizer Contact (Print Name)

Signature-Authorizer Contact

Date

Dan Koerner

Charter School Contact (Print Name)



Signature-Charter School Contact

Date



Charter School Automatic Waivers as of 1/1/15

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

Colorado Department of Education: Charter School Waiver Request Addendum

School Name:	Compass Montessori Secondary School (Compass Montessori - Golden)
School Address (mailing):	4441 Salvia St, Golden, CO 80403
Charter School Waiver Contact Name:	Dan Koerner
Charter School Waiver Contact's Phone Number:	303-888-4138
Charter School Waiver Contact's Email:	dkoerner@compassk12.org
Request for Duration of Waivers:	Term of the charter contract

Commonly Approved Waivers (100+ times) with Commonly Approved Language

Statute	Title	Rationale & Replacement Policies	
		Common	Customized
Group 1		<i>Please Check Appropriate Box</i>	
C.R.S. §22-9-106	Local Board of Education, Duties, Performance Evaluation System	<input type="checkbox"/>	<input type="checkbox"/> Yes
C.R.S. §22-2-112(1)(q)(I)	Commissioner Duties	Link	Link
Group 2		<i>Please Check Appropriate Box</i>	
C.R.S. §22-32-109(1)(n)(I)	Board of Education-Specific Duties School Calendar	<input type="checkbox"/>	<input type="checkbox"/> Yes
C.R.S. §22-32-109(1)(n)(II)(B)	Board of Education-Specific Duties Adoption of District Calendar	Link	Link
C.R.S. §22-32-109(1)(n)(II)(A)	Board of Education-Determin Teacher-Pupil Contact Hours		
Group 3		<i>Please Check Appropriate Box</i>	
C.R.S. § 22-63-201	Employment-Certificate required	<input type="checkbox"/>	<input type="checkbox"/> Yes
		Link	Link
Group 4		<i>Please Check Appropriate Box</i>	
C.R.S. §22-63-202	Teacher Employment, Compensation and Dismissal Act- Contracts in writing, damage provision	<input type="checkbox"/>	<input type="checkbox"/> Yes
C.R.S. §22-63-203	Teacher Employment, Compensation and Dismissal Act, Probationary Teachers-Renewal and non-renewal of employment contract	Link	Link
C.R.S. § 22-63-206	Teacher Employment, Compensation and Dismissal Act		

Additional Waiver Requests

Please complete the following information for each additional waiver you are requesting.

Statute	Title
22-7-1014(2)(a)	Related to School Readiness Assessments
22-63-205	Exchange of teachers – exchange educator interim authorization

Rationale & Replacement Policies

- [Additional Waiver #1](#)
- [Additional Waiver #2](#)
- [Additional Waiver #3](#)
- [Additional Waiver #4](#)
- [Additional Waiver #5](#)
- [Additional Waiver #6](#)
- [Additional Waiver #7](#)
- [Additional Waiver #8](#)
- [Additional Waiver #9](#)
- [Additional Waiver #10](#)
- [Additional Waiver #11](#)
- [Additional Waiver #12](#)
- [Additional Waiver #13](#)
- [Additional Waiver #14](#)
- [Additional Waiver #15](#)
- [Additional Waiver #16](#)

Customized Rational & Replacement Plans

Rationale:

The Charter Schools Act establishes that charter schools are responsible for their own personnel evaluation procedures and remediation standards. Compass Montessori Secondary School will be responsible for its own personnel evaluation methods as determined appropriate by its Principal, administration and Board of Directors and in alignment with the school's mission to provide an authentic Montessori education in a public education environment. Compass Montessori Secondary School will not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by this statute.

Replacement Plan:

Compass Montessori Secondary School will be responsible for these matters rather than the Jefferson County School District. The school will have teacher contracts and disciplinary and evaluation procedures that are different than the school district. All formal evaluations will be managed by a school administrator either with an education administrators license or with training in employee performance management from a recognized institution. All school principals will be trained in the use of the school's evaluation system including calibration training for evaluation scoring. Compass Montessori Secondary School will not be required to report their teacher evaluation data through the TSDL collection; however, teacher performance data will be reviewed by the school and used to inform hiring practices and professional development. Core course level participation will continue to be reported pursuant to 22-11-503.5 as this is a non-waivable statute.

Duration of Waiver:

This waiver will remain through the term of the charter contract.

Expected Outcomes:

The school will demonstrate evidence of a link between human resource practices and its effective use of the school's established teacher evaluation frameworks. With this waiver, Compass Montessori Secondary School will be able to implement its program and evaluate its teachers in accordance with its Performance Appraisal System, which is designed to produce greater accountability and be consistent with the school's mission, goals, and objectives. This will benefit staff members as well as students and the community.

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

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

C.R.S. §22-32-109(1)(n)(II)(A) Board of Education-Determine Teacher Pupil Contact Hours

Customized Rational & Replacement Plans

Rationale:

Compass Montessori Secondary School will prescribe the actual details of its own school calendar to best meet the needs of its students. The authoring board will not set these policies and Compass will have a calendar that may differ from the rest of the schools in the district.

Replacement Plan:

Compass Montessori Board shall have the following duty

– Prior to the beginning of the school year, the Compass Montessori Board shall adopt a school calendar, which may be distinct from the adopted district calendar for Jeffco Public Schools. A copy of the calendar shall be provided to the parents or guardians of all children enrolled at Compass. Such calendar shall include the dates for all staff in-service programs scheduled for the school year. The Compass Montessori board shall allow for public input – through regularly scheduled board meetings - from parents and teachers prior to scheduling the dates for staff in-service programs. Any change in the calendar, excluding changes resulting from emergency closings or other unforeseen circumstances, shall be preceded by adequate and timely notice from the school administration of not less than thirty days. Such calendar will meet or exceed the expectations in state statute.

Duration of Waiver:

This waiver will remain through the term of the charter contract with the school's authorizer and will be reviewed at the time of the school's charter school renewal.

Expected Outcomes:

The school will establish a calendar that is close to the district calendar, but will have minor changes to account for particular needs within the school design (particularly around start dates to account for peculiarities with Montessori summer staff training and for overnight trips).

Customized Rational & Replacement Plans

Rationale:

Compass Montessori Secondary School should be granted the authority to hire teachers and principals that will support the schools goals and objectives. The executive director, principal, and teacher responsibilities and competencies for the position may have limited variations to traditional competencies for administrator and teacher positions (for example, Montessori certification). As such, the school will need to – at times – seek innovative recruitment channels that identify strong candidates for open positions even though the candidates may not have an active Colorado teaching license. The school will seek to attract principals/headmasters and teachers from a wide variety of backgrounds, including, but not limited to teachers from out-of-state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience. All employees of Compass Montessori Secondary School will be employed on an at-will basis. All teachers of Compass Montessori Secondary School will continue to meet "Highly Qualified" standards, under NCLP guidelines. Compass will report "in field" and "out of field" as per ESSA and will work to meet new standards of "in field" and "out of field".

Replacement Plan:

The school will, as appropriate, hire certified teachers and principals. However, in some instances it may be advantageous for the school to be able to hire Highly Qualified teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Compass Montessori Secondary School (for example, Montessori certification). The school recognizes the value of state teacher certification and will therefore also maintain a tiered compensation model that incentivizes and rewards teachers for earning and maintaining an active Colorado teaching license. In addition, on a funds-available basis, the school will make financial support available to teachers and staff who wish to enroll in an educator or administrator licensing program. All school staff will receive a written and signed Memorandum of Understanding specifying compensation for the year, provision of benefits, work responsibilities and employer responsibilities.

Duration of Waiver:

Compass Montessori Secondary School requests that the waiver be for the duration of its contract with Jefferson County School District.

Expected Outcomes:

As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background filling all staff needs.

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

C.R.S. §22-63-203 Teacher Employment, Compensation and Dismissal Act, Probationary Teachers-Renewal and non-renewal of employment contract

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

Customized Rational & Replacement Plans

Rationale:

Compass Montessori Secondary School requires authority to select its own teachers and develop its own employment agreements and terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential (for example, advanced proficiency in teaching aligned to the Montessori Method). All employees of Compass Montessori Secondary School are employed on an at-will basis and so the school does not have a probationary status. No other school, nor the Jefferson County School District, should have the authority to transfer its teachers into Compass Montessori Secondary School or have a responsibility to receive teachers from Compass Montessori Secondary School into any other schools. Compass Montessori Secondary School should have the ability to participate in CDE recognized educator exchange programs, but should be able to employ exchange educators in terms that are consistent with all other educators at the school.

Replacement Plan:

The school will hire teachers on a best qualified basis. There is no provision for transfers; however, the school is committed to and recognizes the educational value towards teacher retention. As a result, the school will take proactive steps towards teacher retention including providing additional coaching and support for teachers who are struggling in a classroom as well as considering pay freezes and furloughs in hard financial times before considering any type of Reduction in Force policy. All school staff will receive a written and signed Memorandum of Understanding specifying compensation for the year, provision of benefits, work responsibilities and employer responsibilities. The school undergoes a renewal process in the spring preceding the next academic year and offers renewal agreements at that time. Should Compass Montessori Secondary School seek to participate in CDE recognized exchange educator programs, Compass will have the ability to employ the exchange educator according to terms that align with the terms for all other employees of similar work responsibilities and qualifications

Duration of Waiver:

Compass Montessori Secondary School requests that the waiver be for the duration of its contract with Jefferson County School District.

Expected Outcomes:

As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background filling and managing all staff needs, without taking into account transfers from other schools.

Additional Waiver Request # 1

C.R.S. 22-7-1014(2)(a)

Title Related to School Readiness Assessments

Rationale:

Compass Montessori Secondary School should have the authority to implement relevant curriculum and assessments for their early childhood environment (called the “Children’s House”) that ensures school readiness that meets state standards, while also assessing for school readiness that is consistent with the Montessori design so that students are prepared for success as they matriculate to a Montessori elementary environment (“Lower Elementary” for grades 1-3). The domains of 1) physical well-being and motor development, 2) social-emotional development, 3) language and comprehension development, and 4) cognition and general knowledge will be assessed consistent with the requirements of the statute using tools that are aligned to the Montessori curriculum. Training, coaching, and support for all staff (including guides, assistants, and administrators) specific to implementation of this model are provided by, secured by, and managed by the school.

Replacement Plan:

Compass Montessori Secondary School has a full day Kindergarten program that utilizes a Montessori scope & sequence where lessons in the curriculum are aligned to state standards.

1. Physical well-being and motor development:

- Students participate weekly in structured physical education programming that meets or exceeds state standards. Students are monitored by the teacher on motor-development skills acquired throughout the year. In addition, students participate in daily recess programming where gross motor development is monitored by their classroom teacher and teacher assistants. The classroom teachers, assistants, and any relevant content specialists meet regularly in team meetings to discuss student progress on a variety of domains including motor development.

- Students participate in Montessori-based art education programming that is integrated into their classroom experience in a way that meets or exceeds state standards. Development of fine motor skills is achieved through drawing, painting and object creation. Student progress is monitored and evaluated throughout the year using Montessori-based observation protocol.

- Students participate in Montessori-based music education programming that is integrated into their classroom experience in a way that meets or exceeds state standards. Students participate in a variety of movement, rhythm, dance, and music making exercises. Student progress is monitored and evaluated throughout the year using Montessori-based observation protocol.

- Motor development for handwriting is a major component of Montessori programming. Students are taught proper pencil grip, and are monitored for proficiency in development of this skill. Montessori programming is also based on a premise that human learning must be integrated to “work of the hands” so that all Montessori materials in the classroom require tactile manipulation. Student progress is monitored and evaluated throughout the year using Montessori-based observation protocol.
- Assessment information is gathered by observation protocols based on appropriate developmental guidelines and State Standards in the area of physical well-being and motor development. A formal staff evaluation will take place within the first 60 days of the school year and then monitored quarterly as appropriate with any particular school readiness goals. When students are identified with concerns for school readiness, teachers will have a meeting with parents to discuss a school readiness plan. In addition, all parents receive progress reports from staff inclusive of this domain on a semi-annual basis.

2. Social-emotional development (based on State Standards)

- Students are taught the “grace & courtesy” curriculum that is the standard curriculum for Montessori schools. This includes classroom, lunchtime, recess and hallway expectations.
- The Montessori environment is designed for both individual and collaborative work and the grace & courtesy curriculum supports students with self knowledge and regulation to further advance strong social-emotional development. Student progress is monitored and evaluated throughout the year using a Montessori-based observation protocol.
- Students are taught the Montessori “peace process” as the primary method for conflict resolution, are provided with opportunities to observe and practice the peace process, and are coached by trained Montessori guides on use of the peace process. Observation of student use and success with the peace process is included in social-emotional assessment data.
- Assessment information is gathered by observation protocols based on appropriate developmental guidelines and State Standards in the area of social-emotional development. A formal staff evaluation will take place within the first 60 days of the school year and then monitored quarterly as appropriate with any particular school readiness goals. When students are identified with concerns for school readiness, teachers will have a meeting with parents to discuss a school readiness plan. In addition, all parents receive progress reports from staff inclusive of this domain on a semi-annual basis.

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

- Students receive daily language instruction and are provided with a prepared environment for developing language skills. The language program is based on Montessori training and curriculum. Students master the sounds and letters as well as many sight words, enabling them to improve encoding and decoding skills. The program includes instruction in reading, writing, and speaking.

- Students receive all instruction in reading and writing on an individual basis or in small groups not to exceed 5 students. Student progress is monitored and assessed on a daily basis by the classroom teacher.
- Compass Montessori administers READ Act progress monitoring through use of the DIBELSNext assessment tool. Any student who does not make benchmark is progress monitored every two or three weeks to note progress. Students not making benchmark are assessed with the Burst assessment to determine the literacy area most in need of improvement. If the student is far below benchmark on two consecutive administrations, the student is placed on a READ plan and will receive 1-1 tutoring in line with the read plan.

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

- Math – Students receive daily lessons and are provided with opportunities to practice math skills through the used of didactic Montessori math materials. Students receive all instruction in math on an individual basis or in small groups not to exceed 5 students. Student progress is monitored and assessed on a daily basis by the classroom teacher.
- Science – Science topics of instruction are provided through the Montessori curriculum and include but are not limited to geology (Layers of the Earth, fossils and rocks, dinosaurs), oceanography, astronomy, the four seasons and weather, scientific classification, biology, health & wellness, and physics. Students are provided with scientific projects that are captured and evaluated in student work portfolios.
- Social Science – Social Science topics of instruction are provided through the Montessori curriculum and include but are not limited to human geography (land and water forms, biomes, globes, puzzle maps, and continents), world landmarks, flags of the world, indigenous cultures, early exploration and settlement, and symbols and figures. Students are provided with “cultural projects” that are captured and evaluated in student work portfolios.
- History and Geography – Students are instructed on various topics including: Geography – Spatial Sense (working with maps and globe students recognize rivers, lakes, mountains, Atlantic and Pacific Oceans and North and South Pole.); an overview of the seven continents; Native American Peoples, Past and Present; Early Exploration and Settlement (including the voyage of Columbus, the Pilgrims, and Independence Day), Presidents, Past and Present (including Washington, Jefferson, Lincoln, Theodore Roosevelt, and current United States President), and symbols and Figures (including the American Flag, Statue of Liberty, Mount Rushmore and The White House). Assessments are given regularly to monitor progress.

Classroom teachers make use of a comprehensive Montessori assessment instrument to inform their determination of student development over the year. The assessment is inclusive of the four domains identified above, and provides more granular evaluation across the following domains:

- Literacy/Pre-reading
- Writing

- Oral/Auditory Language
- Handwriting – Beginning writing
- Reading
- Math
- Skills & Behaviors that Support Learning
- Social Emotional
- Work Habits
- Attendance and Parent-Teacher Interaction

Information gathered is used to inform School-Readiness Planning. A formal staff evaluation will take place within the first 60 days of the school year and then monitored quarterly as appropriate with any particular school readiness goals. When students are identified with concerns for school readiness, teachers will have a meeting with parents to discuss a school readiness plan. In addition, all parents receive progress reports from staff inclusive of this domain on a semi-annual basis.

Any student not making adequate growth in any of the above areas receive Response to Intervention strategies in small groups or 1:1 instruction. Rtl plans are developed with the support documentation attached. The information includes results of formal assessments, informal assessments and developmental checklists. If students do not respond with adequate growth following this intervention they may be referred to a Physical/Occupational Therapist; Psychologist; Speech/Language Therapist, Special Education Teacher, Counselor, or Mental Health Therapist for further assessment.

Methods and assessments used are clear and relevant and have the goal of improving student academic growth, and meet the intent of the quality standards established in State Statue 22-7-1014(2)(a).

Duration of Waiver:

Compass Montessori Secondary School requests that the waiver be for the duration of its contract with Jefferson County School District.

Expected Outcomes:

Compass Montessori Secondary School expects that as a result of this waiver, our teachers will be able to more effectively progress monitor student school readiness within the educational framework that they have been trained in (Montessori). By aligning the assessment protocol to the educational model, we believe this will provide improved service to students and families as well as increased staff satisfaction, which will have a net positive effect on the climate and culture of the learning environment for the student.

Additional Waiver Request # 2

C.R.S. 22-63-205

Title Exchange of teachers – exchange educator interim authorization

Rationale:

Compass Montessori Secondary School should have the ability to participate in CDE recognized educator exchange programs, but should be able to employ exchange educators in terms that are consistent with all other educators at the school.

Replacement Plan:

Should Compass Montessori Secondary School seek to participate in CDE recognized exchange educator programs, Compass will have the ability to employ the exchange educator according to terms that align with the terms for all other employees of similar work responsibilities and qualifications

Duration of Waiver:

Compass Montessori Secondary School requests that the waiver be for the duration of its contract with Jefferson County School District.

Expected Outcomes:

School will have the ability to participate in educator exchange programs in a fair and equitable way for all staff and community members.

JEFFERSON COUNTY SCHOOL DISTRICT CHARTER POLICY WAIVER

Compass Montessori Secondary School - Golden (2017/18 Renewal)

POLICY NAME	POLICY	DESIGNATION	Yes No		ACTION
			Yes	No	
UNLAWFUL DISCRIMINATION/EQUAL OPPORTUNITY	AC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
TOBACCO FREE SCHOOLS	ADC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
SCHOOL WELLNESS	ADF	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
INTERNET DMZ	EHA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
COMPUTER SECURITY	EHAA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
VIOLENCE IN WORKPLACE	GBEF	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
HARRASSMENT OF STUDENTS	JBB	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
PREVENTION OF BULLYING	JBC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
ADMISSION OF EXCHANGE & FOREIGN STUDENTS	JFABB	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT WITHDRAWAL/DROPOUTS	JFC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT ABSENCES/EXCUSES	JH	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
TRUANCY	JHB	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
SCHOOL RELATED STUDENT PUBLICATIONS	JICEA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT DISTRIBUTION OF NON-CURRICULAR MATERIALS	JICEC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT INVOLVEMENT RE: DRUGS & ALCOHOL	JICH	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
WEAPONS IN SCHOOL	JICI	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT DISCIPLINE	JK	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
GROUNDS FOR SUSPENSION EXPULSION	JKDA/JKEA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
PUBLIC CONDUCT ON SCHOOL PROPERTY	KFA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
BIDDING PROCEDURES	DJE	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION

JEFFERSON COUNTY SCHOOL DISTRICT CHARTER POLICY WAIVER

Compass Montessori Secondary School - Golden (2017/18 Renewal)

POLICY NAME	POLICY	DESIGNATION	Yes No		ACTION
			Yes	No	
COMMITMENT TO CONSERVATION/ENVIRONMENT	EBABA	WAIVER - AUTOMATIC	X		NO ACTION
ENERGY CONSERVATION	ECF	WAIVER - AUTOMATIC	X		NO ACTION
NAMING OF SCHOOL FACILITIES	FF	WAIVER - AUTOMATIC	X		NO ACTION
STAFF HEALTH	GBGA	WAIVER - AUTOMATIC	X		NO ACTION
INSTRUCTIONAL STAFF	GC	WAIVER - AUTOMATIC	X		NO ACTION
PROFESSIONAL STAFF	GCA	WAIVER - AUTOMATIC	X		NO ACTION
INSTR. STAFF SALARY	GCBA	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN AND TECH STAFF	GCCB	WAIVER - AUTOMATIC	X		NO ACTION
PROFESS STAFF LEAVE	GCC	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN STAFF SICK LEAVE	GCCBA	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN/PROFESS STAFF	GCCBB	WAIVER - AUTOMATIC	X		NO ACTION
ADMINISTRATIVE STAFF SABATICALS	GCCBF	WAIVER - AUTOMATIC	X		NO ACTION
ADMINISTRATIVE STAFF LEAVE OF ABSENCE	GCCBG	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN/PROFESS STAFF	GCDB	WAIVER - AUTOMATIC	X		NO ACTION
INSTR. STAFF PART TIME	GCGA	WAIVER - AUTOMATIC	X		NO ACTION
MENTOR TEACHERS/ADMIN	GCHA/GCHB	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN STAFF ASSIGNMENTS	GCKB	WAIVER - AUTOMATIC	X		NO ACTION
WORKFORCE REDUCTION	GCQB	WAIVER - AUTOMATIC	X		NO ACTION
SUPPLEMENTAL RETIREMENT	GCQEA	WAIVER - AUTOMATIC	X		NO ACTION
DISCIPLINE, SUSPEN &	GCQF	WAIVER - AUTOMATIC	X		NO ACTION

JEFFERSON COUNTY SCHOOL DISTRICT CHARTER POLICY WAIVER

Compass Montessori Secondary School - Golden (2017/18 Renewal)

POLICY NAME	POLICY	DESIGNATION	Yes No		ACTION
			Yes	No	
SUPPORT STAFF SICK LEAVE	GDBA	WAIVER - AUTOMATIC	X		NO ACTION
OVERTIME POLICY	GDBC	WAIVER - AUTOMATIC	X		NO ACTION
SUPPORT STAFF	GDBD	WAIVER - AUTOMATIC	X		NO ACTION
SUPPORT STAFF	GDC	WAIVER - AUTOMATIC	X		NO ACTION
SUPPORT STAFF	GDD	WAIVER - AUTOMATIC	X		NO ACTION
SUPPORT STAFF	GDE/GDF	WAIVER - AUTOMATIC	X		NO ACTION
SUPPORT STAFF	GDI	WAIVER - AUTOMATIC	X		NO ACTION
SUPPORT STAFF	GDJ	WAIVER - AUTOMATIC	X		NO ACTION
EVALUATION OF	GDO	WAIVER - AUTOMATIC	X		NO ACTION
RESIGNATION OF STAFF	GDQB	WAIVER - AUTOMATIC	X		NO ACTION
DISCIPL., SUSPENSION &	GDQD	WAIVER - AUTOMATIC	X		NO ACTION
STUDENT PHOTOGRAPHS	JRD	WAIVER - AUTOMATIC	X		NO ACTION
STUDENT FEES AND CHARGES	JQ	WAIVER - AUTOMATIC	X		NO ACTION
CO-OPERATIVE DECISION MAKING	KCB	WAIVER - AUTOMATIC	X		NO ACTION
COMMUNITY INVOLVEMENT CHOOSING MASCOTS/LOGOS	KCBC	WAIVER - AUTOMATIC	X		NO ACTION
PUBLIC CONCERNS/COMPLAINT ABOUT INSTRUCTIONAL RESOURCES	KEC	WAIVER - AUTOMATIC	X		NO ACTION
COMMUNITY USE OF SCHOOL FACILITIES	KF	WAIVER - AUTOMATIC	X		NO ACTION
COMMUNITY USE	KFC	WAIVER - AUTOMATIC	X		NO ACTION
ENHANCEMENT	KHB	WAIVER - AUTOMATIC	X		NO ACTION
SPONSORSHIP PROGRAMS	KHBA	WAIVER - AUTOMATIC	X		NO ACTION

JEFFERSON COUNTY SCHOOL DISTRICT CHARTER POLICY WAIVER

Compass Montessori Secondary School - Golden (2017/18 Renewal)

POLICY NAME	POLICY	DESIGNATION	Yes No		ACTION
			Yes	No	
RELATION WITH PARENT ORGANIZATIONS	KJ	WAIVER - AUTOMATIC	X		NO ACTION
PETTY CASH	DJC	ASSIGNED TO CHARTERS	N/A		NO ACTION
VENDOR RELATIONS	DJG	ASSIGNED TO CHARTERS	N/A		NO ACTION
CASH IN SCHOOL BLDS	DM	ASSIGNED TO CHARTERS	N/A		NO ACTION
ENVIRONMENTAL & SAFETY PROGRAM	EC	ASSIGNED TO CHARTERS	N/A		
VANDALISM	ECAC	ASSIGNED TO CHARTERS	N/A		NO ACTION
OPEN HIRING/EQUAL OPPORTUNITY	GBA	ASSIGNED TO CHARTERS	N/A		NO ACTION
STAFF CONDUCT	GBEB	ASSIGNED TO CHARTERS	N/A		NO ACTION
STAFF DRESS CODE	GBEBA	ASSIGNED TO CHARTERS	N/A		NO ACTION
PERSONNEL RECORDS	GBJ	ASSIGNED TO CHARTERS	N/A		NO ACTION
DISCLOSURE OF INFO TO PROSPECTIVE EMPLOYERS	GBJA	ASSIGNED TO CHARTERS	N/A		NO ACTION
ADMIN/PROFESS STAFF MILITARY LEAVE	GCCBD	ASSIGNED TO CHARTERS	N/A		NO ACTION
EQUAL EDUCATION OPPORTUNITY	JB	ASSIGNED TO CHARTERS	N/A		NO ACTION
STUDENT DRESS CODE	JICA	ASSIGNED TO CHARTERS	N/A		NO ACTION
STUDENT INTERVIEWS, INTERROGATIONS, SEARCH, ARREST	JIH	ASSIGNED TO CHARTERS	N/A		NO ACTION
STUDENT USE OF INTERNET	JS	ASSIGNED TO CHARTERS	N/A		NO ACTION
VISITORS TO SCHOOLS	KI	ASSIGNED TO CHARTERS	N/A		NO ACTION
STAFF USE OF INTERNET & ELECTRONIC COMMUNICATIONS	GBEE	LIMITED REPLACEMENT POLICY	Yes		EXEMPT FROM PASSWORD PROTOCOL
STAFF SECURITY & SAFETY	GBGB	LIMITED REPLACEMENT POLICY	Yes		EXCLUDE FROM REIMBURSEMENT POLICY
STUDENT RECORDS/RELEASE OF INFO. ON STUDENTS	JRA/JRC	LIMITED REPLACEMENT POLICY	Yes		ADD "OR CHARTER SCHOOL" BETWEEN

JEFFERSON COUNTY SCHOOL DISTRICT CHARTER POLICY WAIVER

Compass Montessori Secondary School - Golden (2017/18 Renewal)

POLICY NAME	POLICY	DESIGNATION	Yes	No	ACTION
					DISTRICT & PERSONELL / ADD "OR CHARTER SCHOOL BOARD" AFTER SUPERINTENDENT OF SCHOOLS (FOR HEARINGS)
STUDENT ORGANIZATIONS	JJA	LIMITED REPLACEMENT POLICY	Yes	<input type="checkbox"/>	AUTHORITY TO ESTABLISH RULES FOR NON-CURRICULAR STUDENT ORGANIZATIONS
STUDENT FUNDRAISING ACTIVITIES	JJE	LIMITED REPLACEMENT POLICY	Yes	<input type="checkbox"/>	AUTHORITY TO SELECT VENDORS
INTERNATIONAL/DOMESTIC OVERNIGHT STUDENT TRAVEL	JJH	LIMITED REPLACEMENT POLICY	Yes	<input type="checkbox"/>	CHARTER TEACHERS ARE INCLUDED AS PERMISSABLE CHAPERONES
FISCAL MANAGEMENT - FUND BALANCE	DAB	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PURCHASING AUTHORITY	DJ/DJA	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PURCHASING PROCEDURE	DJB	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
SCHOOL CLOSINGS	EBCE	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
FOOD SERVICE	EF	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
NUTRITIONAL FOOD CHOICES	EFEA	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TECHNOLOGY ACQUISITION POLICY	EHBB	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
ADMIN STAFF MATERNITY, CHILD CARE, PARENTAL LEAVE	GCCBC	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PROFESSIONAL STAFF HIRING	GCE/GCF	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
EVALUATION OF INSTRUCTIONAL STAFF	GCOA	FULL REPLACEMENT POLICY	Yes	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE

JEFFERSON COUNTY SCHOOL DISTRICT CHARTER POLICY WAIVER

Compass Montessori Secondary School - Golden (2017/18 Renewal)

POLICY NAME	POLICY	DESIGNATION	Yes No		ACTION
			<input type="checkbox"/>	<input type="checkbox"/>	
					ACCEPTABLE REPLACEMENT POLICY
EVALUATION OF ADMINISTRATOR AND PROF/TECH STAFF	GCOC	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
INSTRUCTIONAL GOALS	IA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
DISTRICT CALENDAR	IC/ICA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
CURRICULUM DEVELOPMENT	IGA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
HEALTH EDUCATION	IHAM	FULL REPLACEMENT POLICY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TEACHING ABOUT DRUGS, ALCOHOL AND TOBACCO	IHAMA	FULL REPLACEMENT POLICY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
INSTRUCTIONAL MATERIAL SELECTION AND ADOPTION	IJ	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
SUPPLEMENTARY MATERIALS SELECTION AND ADOPTION	IJK	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
LIBRARY MATERIALS SELECTION AND ADOPTION	IJL	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TEXTBOOKS AND MATERIALS SELECTION AND ADOPTION	IJM	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
EVALUTION OF INSTRUCTIONAL PROGRAM	IL	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TEACHING ABOUT CONTROVERSIAL ISSUES	IMB	FULL REPLACEMENT POLICY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
ASSIGNMENT OF NEW STUDENTS TO GRADE LEVELS	JGA	FULL REPLACEMENT POLICY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY

JEFFERSON COUNTY SCHOOL DISTRICT CHARTER POLICY WAIVER

Compass Montessori Secondary School - Golden (2017/18 Renewal)

POLICY NAME	POLICY	DESIGNATION	Yes	No	ACTION
STUDENT CONCERNS, COMPLAINTS AND GRIEVANCES	JII	FULL REPLACEMENT POLICY	Yes		IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
STUDENT SOCIAL EVENTS	JJB	FULL REPLACEMENT POLICY	Yes		IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
STUDENT USE OF PERSONAL DEVICES	JSA	FULL REPLACEMENT POLICY	Yes		IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PUBLIC GIFTS/DONATIONS	KCD	FULL REPLACEMENT POLICY	Yes		IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PUBLIC/PARENT CONCERNS AND COMPLAINTS	KE	FULL REPLACEMENT POLICY	Yes		IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
COMMUNITY ACCESS TO SCHOOL COMMUNICATION FACILITIES	KFD	FULL REPLACEMENT POLICY	Yes		IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY

<u>Policy</u>	<u>Replace Yes/No</u>	<u>If Yes, what is the "Limited Replacement Policy"</u>
GBEE	Yes	The School will follow the intent of District guidelines, excepting that because the School is responsible for purchasing its own equipment and software to accomplish appropriate electronic communication and security, the School IT Director and its lead administrators reserve the right to choose its own equipment, software and vendors to accomplish this, as well as, determine policy and protocols for its unique systems and overall requirements. The School IT Director will establish and enforce adequate password protocol for all non-district systems, insure that all software and vendors meet current privacy standards, and that parents are notified of programs being used.
GBGB	Yes	School will follow the intent of District policy, except the Compass Board of Directors will consider and approve reimbursement situations instead of the Jefferson County School Board.
JRA/JRC	Yes	Policy to remain the same with the following additions [in brackets]: "During the scheduled review, the Custodian of Records will make district [or charter school] personnel available to respond..." and "A request for a formal hearing should be made in writing and addressed to the superintendent of schools [or charter school board]."
JJA	Yes	School will follow the intent of District policy, except the Schools lead administrator will have the authority to establish rules and make decisions for its own student organizations, instead of the District.
JJE	Yes	The School will follow the intent of District policy, but the School reserves the right to choose vendors of its own choosing, that may or may not be approved by the District.
JJH	Yes	Policy clarification to include that Compass Montessori Instructional staff are acceptable chaperones.

Policy: DAB

Fiscal Management - Fund Balance

Compass Montessori will maintain a positive fund balance in compliance with all state statutory requirements.

Policy: DJ/DJA

Purchasing Authority

School will follow District guidelines on purchasing, but will be it's own purchasing agent and may at times continue school policy for purchases outside of the district system and from vendors that may not be approved by the District.

Policy: DJB

Purchasing Procedures

School will follow district guidelines on purchasing, but may at times continue school policy for purchases outside of the district system. See policy DJ-DJA.

Policy: EBCE

School Closings

Compass Montessori will be included (meaning will also be closed/cancelled) in all district decisions affecting emergency closures and/or cancellations affecting the Golden articulation area. This means that if the Superintendent closes schools for weather, Compass Montessori will also be closed for weather. All public notification related to "Jefferson County Schools" will also apply to Compass Montessori for parent and student tracking of school closures, which also means that Compass families should be included on any centralized communications sent to families related to school closures/cancellations.

In addition to district-level decisions related to closures and cancellations, Compass Montessori reserves the right for campus principals to close school and or cancel programming if these individuals determine it is in the best interest of student safety, or for other reasons as deemed necessary such as facility failures. Any closure decisions will be communicated to the charter school achievement director for Jefferson County Schools and notice will be distributed to Compass families using School Messenger.

Policy: EF

Food Service

Compass Montessori will have authority to run/opreate an independent food service program, but will still provide free and reduced lunch pricing to free and reduced lunch eligible students, unless it is deemed financially necessary to eliminate free and reduced lunches, for the existance of the School, as determined by it's own BOD.

Policy: EFEA

Nutritional Food Choices

Compass Montessori will have authority to run/operate an independent food service program. The school will provide nutritious meal options for students, and will support availability of menu and snack options that are aligned to the pedagogical design of a Montessori program. This alignment to the educational programming of the school means that the school will need greater flexibility in menu and/or snack offerings, and opportunities for classroom projects that may at times "compete" with the core food service program.

Policy: EHBB

Technology Acquisition Policy

Since Compass is responsible for purchasing and maintaining its own equipment and systems, Compass Montessori will have flexibility to purchase laptops, tablets, projectors, mobile devices and all other networking and technical devices from established technology vendors of its own choosing.

Policy: GCCBC

Admin Staff Maternity, Child Care, Parental Leave

Compass Montessori employees who are delivering or adopting a baby may have up to six weeks maternity leave from the day they deliver or receive their child without any deduction from their pay. (If both parents are employed by CMS, this is applicable to only one employee). These six weeks are inclusive of any time school either is or is not in session and there will be no additional days given for days when school is not in session. Employees earn eligibility for participation in this benefit 180 days after the first day of their annual Employment Memorandum of Understanding. Compass reserves the right to make changes to this policy at the direction of their Board of Directors, or as necessary to remain in compliance with any or all local, state, or federal regulatory changes.

Policy: GCE-GCF

Professional Staff Hiring

School will have responsibility for recruitment and hiring of staff.

Policy: GCOA

Evaluation of Instructional Staff

School will have autonomy in the evaluation of instructional staff consistent with replacement policies set forth in state waiver authorization.

Policy: GCOC

Evaluation of Administrator and Prof/Technical Staff

School will have autonomy in the evaluation of administrator and prof/technical staff.

Policy: IA

Instructional Goals

School will have responsibility for aligning goals and outcomes to a standards-aligned Montessori curriculum rather than to the district adopted curriculum. State and other appropriate testing will be used to inform the alignment of goals and outcomes.

Policy: IC-ICA

District Calendar

Prior to the end of the school year, the Compass Board of Directors shall adopt the following year's school calendar that meets or exceeds the state requirements for length of time during which public schools shall be in session during the next school year. All calendars shall include the dates for all staff inservice programs scheduled for the coming school year. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. The school's calendar will be placed on its website prior to March 15th of the previous year.

Policy: IGA

Curriculum Development

School will have responsibility for adopting and overseeing a Montessori curriculum that supports students in receiving a high-quality Montessori education that is also aligned to core state academic standards.

Policy: IJ

Instructional Material Selection and Adoption

Compass Montessori will have responsibility for adopting and overseeing a Montessori curriculum that supports students in receiving a high-quality Montessori education that meets or exceeds core state academic standards, as they are administered through the Montessori process. Compass Montessori will also have responsibility for acquiring the requisite instructional materials to deliver on the adopted curriculum.

Policy: IJK

Supplementary Materials Selection and Adoption

Compass Montessori will have responsibility for adopting and overseeing a Montessori curriculum that supports students in receiving a high-quality Montessori education that that meets or exceeds core state academic standards, as they are administered through the Montessori process. Compass Montessori will also have responsibility for acquiring the requisite instructional materials to deliver on the adopted curriculum for the school.

Policy: IJL

Library Materials Selection and Adoption

Compass Montessori will have responsibility for adopting and overseeing a Montessori curriculum that supports students in receiving a high-quality Montessori education that that meets or exceeds core state academic standards, as they are administered through the Montessori process. Compass Montessori will also have responsibility for acquiring the requisite instructional materials to deliver on the adopted curriculum - including library materials

Policy: IJM

Textbooks and Materials Selection and Adoption

Compass Montessori will have responsibility for adopting and overseeing a Montessori curriculum that supports students in receiving a high-quality Montessori education that that meets or exceeds core state academic standards, as they are administered through the Montessori process. Compass Montessori will also have responsibility for acquiring the requisite instructional materials to deliver on the adopted curriculum - including textbooks.

Policy: IL

Evaluation of Instructional Program

Compass Montessori will have responsibility for adopting and overseeing a Montessori curriculum that supports students in receiving a high-quality Montessori education that meets or exceeds core state academic standards, as they are administered through the Montessori process. Compass Montessori will also have responsibility for acquiring the requisite instructional materials to deliver on the adopted curriculum including assessment materials that can be used to ensure that all students and student groups are making meaningful academic progress for their grade level and against state academic standards.

Policy: JII

Student Concerns, Complaints and Grievances

Compass will follow the intent of the school district's policy except that it will be implemented according to the School's Parent Student Handbook -Issues Resolution Policy, which includes the level revisions listed below:

The respective levels of review are as follows:

Level 1 - School teacher, counselor, or activity sponsor

Level 2 -Program Director for appropriate educational level

Level 3 - School Principal

Level 4 - (when appropriate) Compass Montessori Board of Directors

Level

5 - Superintendent's designee (If the complaint concerns allegations of discriminatory treatment based upon handicap/disability, the request for review should be submitted to the Section 504/ADA Coordinator. If the complaint concerns allegations of discriminatory treatment or exclusion from participation based on gender, the request for review should be submitted to the Title IX Coordinator)

Policy: JJB

Student Social Events

JJB will apply to Compass Montessori with the following clarification. High school prom exception will apply to Compass Montessori equivalent events with different names (currently, the "Charity Ball"). Compass Administration has the authority to make the determination as to which events, or how many events will be allowed."

Policy: JSA

Student Use of Personal Devices

The School's policy on Student Use of Personal devices is in alignment with the District policy, excepting that because Compass has the responsibility for acquiring and maintaining it's own computing resources, internet access, and networking system, and Compass students only have access to Compass specific systems, and no access to District systems, the Compass IT Director and it's administration has the right to determine which student devices and uses are acceptable at Compass instead of the District. The School IT Director will establish and enforce adequate password protocol for all non-district systems, insure that all software and vendors meet current privacy standards, and that parents are notified of programs being used.

Policy: KCD

Public Gifts/Donations

Policy KCD will apply to Compass Montessori with the clarification that references to "district" also apply to "charter school". In order to ensure that all gifts and donations are used appropriately, the principal has sole discretion to determine how funds are used or where gifts are deployed.

Policy: KE

Public/Parent Concerns and Complaints

Concerns and complaints will follow the published school grievance policy and determinations through the grievance process will be final.

Policy: KFD

Community Access to School Communications

Compass is in alignment with District policy, but reserves the right of the Principal, or it's Board of Directors to review and approve access, communication content, and means of communication.

Compass Montessori Proposed Enrollment Policy

Enrollment Principles

Compass Montessori Secondary School will follow Jefferson County's enrollment policies in JFBA and JFBA-R and seeks to partner with the district on any future enhancements to the district choice enrollment model. Currently, the Compass Executive Director is responsible for overseeing the choice enrollment process for the school and utilizes a designee for the operational administration of the lottery process. All lottery activities are observed and overseen by Compass administration, Compass staff, current Compass parents, and one or more members of the Compass Montessori Board of Directors. In addition, the lottery process is a public process and space is made available to allow for outside observation.

District policy JFBA-R authorizes charter schools to follow their own enrollment policies in compliance with state and federal law and Compass Montessori seeks to ensure that its enrollment policies meet federal and state best practices for charter schools. In that spirit, Compass will include the following clarifying policies to address the particular needs of a Montessori school:

Eligibility

Any and all students are welcome to apply to attend Compass Montessori Secondary School. If the number of applicants received by the district application deadline exceeds the number of available spots at any grade level a lottery will be used to determine the placement of students at that grade level. The enrollment lottery for grades ECE 3 through 6th grade will be held in a meeting room or classroom with adequate space for observation each year with a publicly noticed date and location.

Compass Montessori Secondary School does not discriminate against applicants or their families on the basis of: race, color, religion, sex, national origin, disability, genetic information, sexual orientation, gender identity, parent's marital status or political affiliation, veteran status, or any other protected status.

Kindergarten Lottery

The proposed Kindergarten lottery policy was developed in consultation with the Colorado Department of Education – Schools of Choice office in order to meet federal guidelines for Kindergarten enrollment in a charter school that also offers a Pre-Kindergarten option. The intent of this policy is to ensure equitable access to families in the K-12 grades without a requirement to first enroll in preschool.

Compass Montessori Secondary School will hold three Kindergarten lotteries each year, for each of the three subsequent Kindergarten classes. Children can enter the Kindergarten lottery for any given class in any and all of the years that is offered.

Example: In February 2018, a lottery will be held for Kindergarten 2020-2021, Kindergarten 2019-2020, and for Kindergarten 2018-2019 in that order. A child who will be eligible for Kindergarten in 2020-2021 can apply to the Kindergarten lottery held in 2/2018, 2/2019, and 2/2020.

Children applying for preschool will be automatically entered in the lottery for their respective Kindergarten year, and children applying for a future Kindergarten year will be automatically entered in their preschool lottery.

Drawings for the preschool and Kindergarten lotteries for any given class of students will be conducted concurrently. As each child is drawn, they will be offered enrolment in both their preschool class and their subsequent Kindergarten class.

Parents granted enrollment to preschool and future Kindergarten may choose not to enroll their child in the preschool but to retain their spot in the future Kindergarten class.

Waitlists

Compass Montessori Secondary School will maintain waitlists as specified in district policy JFBA-R with the following clarifications:

- I. In the event that a student enrolled at Compass withdraws from the school after October 1st, Compass will seek to fill the seat vacated by the student by continuing to use the Choice Enrollment Waitlist. The purpose of this practice is to increase “equity of access” to the school after October 1st. The school principal will determine the proper waitlist “grade” from which enrollment should be offered by using the following criteria as the sole criteria:
 1. Seek to maximize student’s access to the full three years of a three year cycle,
 2. Offer the seat for a grade that does not place a classroom over capacity in any future years of the three-year cycle.
- II. Students who are enrolled in preschool and future Kindergarten and who do not choose to enroll in preschool but do maintain their Kindergarten spot will not be purged from waitlists at the end of the year as they are not considered “waitlisted” students, but rather enrolled students in that future class.
- III. In limited situations, Compass may receive a student who is not on a waitlist through a district requested Administrative Transfer. In such a situation, the school will work with the district in attempting to address a district-level need for transfer consistent with the criteria specified in the district’s administrative transfer policy.

Weighted Lotteries

Compass Montessori will have flexibility to create weighted lotteries that are consistent with section 5204(a)(1) of the Federal Elementary and Secondary Education Act (ESEA).

Towards this end, Compass Montessori will work with staff from the Colorado Department of Education on an annual basis to identify permissible weights that can be used to give slightly better chances for admission to all or a subset of educationally disadvantaged students that seek admission to the school. Should appropriate weights/criteria be identified, Compass will incorporate these standards into the lottery process for the year.