

C.R.S.	Title/Subject	Substantive/Delegation	Rationale/ Replacement Plan
22-9-106	<i>Local boards of education – duties-performance evaluation system</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.	The evaluation instrument will be comparable to or exceed the standards specified in the State statute. We will utilize a tool that reflects the goals, mission, and vision of the school.
22-9-107	<i>School district personnel performance evaluation council – duties</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.	The school will use district evaluation procedures, which comply with state law, but will reserve the freedom to develop an instrument that is aligned with instructional programs at the school and meets the requirements of state statute.
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>	The school will review choice applications and maintain the right to accept or deny the enrollment of students throughout the year.	The acceptance or denial of students through choice will be at the principal’s discretion. Choice may be revoked during the school year if the behavior, attendance or other factors so warrant as outlined in district policy.
22-63-101	<i>Article 63 Teacher Employment, Compensation, and Dismissal</i>	Certified staff employed at the school will maintain probationary status. Staff in years 1-3 will maintain probationary status and may be non-renewed as outlined in state statute. Staff in years 4 and beyond may be	The school is committed to ensuring a dedicated and effective staff is in place for students each year.

		non-renewed as long as the requirements outlined in this plan have been met, a BOY, MOY, and EOY review, four informal observations, and placement on a plan of remediation by November 15 th of the school year non-renewal is recommended.	
22-32-110(h)	<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(n)	<i>Schedule and Calendar</i>	The school will have the authority to establish its own master schedule.	The master schedule and calendar of the school will meet or exceed statutory minimums for calendar, hours of teacher/pupil contact (1,056) and schedule. Teacher workdays and professional development days will be determined at the school level and reflected in the calendar. Subject to district oversight.
22-32-109(t)	<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	School educational program is described in the Innovation Plan and Business Plan. School will be able to adapt its instructional program in alignment with state standards.

District 49 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	The District will not make direct placement of teachers to the school, without the approval of the principal.

		staff	
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 Horizon 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.
GCO	<i>Evaluation of Licensed Personnel</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.	The evaluation instrument will be comparable to or exceed the standards specified in the State statute. We will utilize a tool that reflects the goals, mission, and vision of the school.
GCKA/GCKA-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 Educational 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 Horizon on a full-time basis. The principal, through evaluation, will make determinations on the continued employment of support staff on a yearly basis.
JFBA/JFBA-R	<i>School Choice/Open Enrollment Transfer Policy</i>	The school will review choice applications and maintain the right to accept or deny the enrollment of	The acceptance or denial of students through choice will be

JFBB	<i>Inter-district Choice/Open Enrollment</i>	students throughout the year.	at the principal's discretion. Choice may be revoked during the school year if the behavior, attendance or other factors so warrant as outlined in district policy.
IG	<i>Curriculum Development</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>
IJ/IJ-E-1/IJ-R	<i>Instructional Resources and Materials</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
JKD/JKE JIH/JIH-R	<i>Suspension/Expulsion of Students</i> <i>Student Interviews and Searches</i>	<p>The school will have the authority to impose appropriate discipline when necessary, which may include suspension based on the grounds stated in C.R.S 22-33-106.</p> <p>When investigating a situation that may result in disciplinary consequences, including suspension, school personnel often conduct interviews with a variety of students and/or witnesses. Through these interviews and investigation the school is able to determine appropriate consequences. All students involved will be given the opportunity to provide their side of the story. Once there is clarity to the</p>	<p>Disciplinary decisions that result in a suspension will meet the requirements stated in C.R.S 22-33-106.</p> <p>When conducting interviews it is not typically realistic, feasible, or practical to contact parents/guardians prior to conducting and interview/investigation.</p>

		situation and consequences are determined, parents and guardians will be contacted.	
IKA	<i>Grading/Assessment Systems</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.	Horizon will report the individual progress of each student toward grade level standards and expectations through an instrument/method that is understandable and meaningful to parents.
IC_ICA/IC_IC A-R	<i>School Year/School Calendar/Instruction Time</i>	The school will have the authority to establish its own schedule consistent with the district calendar.	The master schedule and calendar of the school will meet or exceed statutory minimums for calendar, hours of teacher/pupil contact (1,056) and schedule. Teacher workdays and professional development days will be determined at the school level and reflected in the calendar. Subject to district oversight.
GCBA/GCBA-R	<i>Instructional Staff Contracts/Compensation/Salary Schedules</i>	The school will have the authority to offer additional years of service or a signing bonus to new staff when hiring for a hard to fill position. Hard to fill positions are: math, science, special education, and foreign language, and any others as determined by the principal and Zone Leader.	Horizon will have the ability to offer additional years of service, beyond 10, or a signing bonus to staff hired for hard to fill positions. *Subject to available funding in the zone personnel budget

Colorado Revised Statutes to be waived:

- C.R.S. – 22-9-106 –*Local boards of education – duties-performance evaluation system*
- 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 – Non-probationary 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*

District 49 Board of Education polices to be waived:

- GCE-R/GCF-R – Instructional Staff Recruiting/Hiring
- GCA -- Professional Staff Positions
- GCI/GCI-R -- Staff Professional Development
- GCO -- Evaluation of Licensed Personnel
- GCKA/GCKA-R --Instructional Staff Transfer and Vacancy
- GDO/GDO-R -- Evaluation of Educational Support Staff
- GDE/GDF -- Educational Support Staff Recruiting/Hiring
- JFBA/JFBA-R --School Choice/Open Enrollment Transfer Policy
- JFBB --Inter-district Choice/Open Enrollment
- IG --Curriculum Development
- IJ/IJ-E-1/IJ-R --Instructional Resources and Materials
- JIH/JIH-R -- Student Interviews and Searches
- IKA --Grading/Assessment Systems
- IC_ICA/IC_ICA-R --School Year/School Calendar/Instruction Time
- GCBA/GCBA-R --Instructional Staff Contracts/Compensation/Salary Schedules
- Any other District policies that impede the implementation of this Innovation Plan will also be waived