



Charter School Waiver Request Addendum

Use the addendum template below to list the non-automatic waiver(s) from statute and rule and the related replacement plans that the charter school is requesting.

Contact Information
School Name: Aurora Expeditionary Learning (AXL) Academy
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Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title CRS § 22-2-112(1)(q)(I): Commissioner-Duties (reporting performance evaluation ratings)
Rationale: The AXL Academy Principal must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a Type D certificate, this should not preclude him or her from administering the evaluations under the direction of the Principal. The AXL Academy Board of Directors must also have the ability to perform the evaluation for the Principal and Executive Director. Additionally, AXL Academy should not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I)
Replacement Plan: AXL Academy uses its own evaluation system as agreed to in the Charter School Agreement with Aurora Public Schools and therefore should not be required to report their teacher evaluation data. The AXL Academy's evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for AXL Academy's evaluation system includes quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. In addition, the evaluation data is used to inform professional development decisions for each teacher. Core course level participation will continue to be reported PURSUANT TO C.R.S. 22-11-503.5, as this is a non-waivable statute.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2019.
Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Aurora Public Schools or AXL Academy.
How the Impact of the Waivers Will be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in the Charter Agreement.

Expected Outcome: If granted, the waiver will enable the school 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 goals and objectives. This will benefit staff members as well as students and the community.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

Statutory Citation and Title

CRS § 22-32-109 (1)(n)(I): Board of Education – Specific Duties – School Calendar

CRS § 22-32-109 (1)(n)(II)(B): Board of Education – Specific Duties – District Calendar

CRS § 22-32-109 (1)(n)(II)(B): Board of Education – Specific Duties – National Holidays

CRS § 21-1-112: Board of Education – School Year – National Holiday

Rationale:

The school year at AXL Academy will total approximately 179 days per year which exceeds the current requirement in state statute. AXL Academy will prescribe the actual details of its own school calendar to best meet the needs of its students. The local board will not set these policies and AXL Academy will have a calendar that may differ from the rest of the schools within the district.

Replacement Plan:

The final calendar and the school's daily schedule will be designed by AXL Academy and will meet or exceed the expectations in state statute. We will, in all cases possible, align to local calendars to support local families.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

The school anticipates that the requested waivers will have no financial impact on the Aurora Public Schools or AXL Academy.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

Expected Outcome:

As a result of these waivers, the school will be able to implement the necessary policies to increase student achievement.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

Statutory Citation and Title

CRS § 22-9-106: Local Board Concerning Performance Evaluations

Rationale:

The AXL Executive Director must have the ability to perform the evaluation of all personnel, based on our unique model and professional development system. The AXL Board of Directors

must also have the ability to perform the evaluation for and of the Executive Director.
Replacement Plan: AXL Academy uses its own evaluation system as agreed to in the Charter School Agreement with the Authorizer. AXL's evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for AXL's evaluation system includes quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, and have the goal of improving student academic growth. The Evaluation system will meet the intent of the quality standards established in SB 10-191.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2019.
Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Aurora Public Schools or AXL Academy.
How the Impact of the Waivers Will be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to AXL Academy, as set forth in this Charter School Agreement.
Expected Outcome: With this waiver, the school will be able to implement its program and evaluate its teachers in accordance with its internal professional evaluation system, which is designed to produce increased accountability and to be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
Statutory Citation and Title CRS § 22-63-201: Teacher Employment Act – Compensation & Dismissal Act – Required to hold a certificate CRS § 22-63-202: Teacher Employment Act – Contracts in writing, damage provision CRS § 22-63-402: Services and Distribution
Rationale: AXL Academy should be granted the authority to hire teachers and principals that will support the school's goals and objectives. The Executive Director will not function as a traditional district school principal, but rather will be responsible for a wider range of tasks and act as the school's chief executive officer. The school will seek to attract Executive Directors, administrators, 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 AXL Academy will be employed on an at-will basis. All employees of AXL Academy will meet Federal Highly Qualified Requirements

(i.e.: hold a degree and demonstrated subject-matter competency).

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 AXL Academy.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

The school anticipates that the requested waivers will have no financial impact on the Aurora Public Schools or AXL Academy.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

Expected Outcome:

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.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

Statutory Citation and Title

CRS § 22-7-1014(2)(a): Preschool individualized readiness plans – school readiness – assessments

Rationale:

AXL Academy requests that we be granted the authority to adopt our own school readiness assessment to meet the intent of the School Readiness Statute requiring each district to administer the school readiness assessment to each kindergarten student.

Replacement Plan:

AXL Academy has a full day Kindergarten program utilizing the EL Education model in conjunction with the Common Core/State Standards. We have identified each component of school readiness as it is defined in statute; physical well-being and motor development, social and emotional development, language and comprehension development and cognitive and general knowledge. For each component we have identified or developed assessments, observation protocols and other qualitative methods to evaluate each component. Kindergarten students receive integrated fine arts and physical movement focused work throughout the year where students are assessed in gross motor, fine motor, and cognitive abilities in addition to a rigorous curriculum based on our scope and sequence involving

science, social studies, reading, writing, and math.

1. Physical well-being and motor development:

- a. Students receive an average of 45 minutes of structured recess play each day, including organized games and activities that teach specific social and motor skills.
- b. The “Kindergarten Motor Development Checklist” tracks objectives 4, 5, and 6 from Teaching Strategies GOLD.
- c. The “Fine Motor Checklist” tracks objective 7 from Teaching Strategies GOLD.
- d. AXL Kindergarten teachers assess each component of school readiness utilizing observation and teacher notes, photographs and examples of student work, and participation lists and frequency counts. This evidence is compiled in individual student portfolios.

2. Social-emotional development:

- a. Social Emotional Development is addressed with students through the positive behavior support system designed by the school.
- b. AXL Kindergarten Trimester Reports “Character Development Report” will be used to track objectives 1, 2, and 3.
- c. AXL Kindergarten teachers assess each component of school readiness utilizing observation and teacher notes, photographs and examples of student work, and participation lists and frequency counts. This evidence is compiled in individual student portfolios.

3. Language and comprehension development:

- a. Students will receive 135 minutes of language and literacy instruction per day using curriculum from EL Education, Lucy Calkins, ELAchieve, i-Ready, and other resources generated in-house.
- b. Student skills will be assessed multiple times per year using i-Ready and DIBELS Next as well as in-house writing prompts and standards-based assessments.

4. Cognition and general knowledge:

- a. AXL utilizes the Expeditionary Learning principals and curriculum in conjunction with FOSS Kits to create and teach science and social studies concepts.
- b. Objectives 8, 9, 10, 11, 12, 13, and 14 will be observed throughout all content areas.
- c. Objectives 15, 16, 17, 18, 19, 20, 21, 22, and 23 will be assessed using i-Ready. AXL Kindergarten will also use observation and teacher notes, photographs and examples of student work, and participation lists and frequency counts. This evidence is compiled in individual student portfolios.
- d. Student portfolios will be used to collect and maintain data within individual

student files. These records will be given to parents at the completion of kindergarten or upon leaving school and summary provided to the 1st grade teacher (or placed in their academic file).

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

The school anticipates that the requested waivers will have no financial impact on the Aurora Public Schools or AXL Academy.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

Expected Outcome:

As a result of these waivers, AXL will be able to employ alternative assessments to measure school readiness that are more in line with the school's instructional model and curriculum design.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

Statutory Citation and Title

CRS § 22-62-203: Teacher Employment Act – Requirements for probationary teacher, renewal & nonrenewal

CRS §22-63-403: Payment of Salaries

Rationale:

AXL Academy should be granted the authority to 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. Not every teacher who is successful in the regular public school will be successful at AXL Academy. All employees of AXL Academy will be employed on an at-will basis.

Replacement Plan:

AXL Academy has teacher agreement with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

The school anticipates that the requested waivers will have no financial impact on the Aurora Public Schools or AXL Academy.

How the Impact of the Waivers Will be Evaluated:

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

Expected Outcome:

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.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**Statutory Citation and Title**

CRS § 22-63-206: Teacher Employment Act – Transfer of Teachers

Rationale:

AXL Academy is granted the authority under the Charter School Agreement to select its own teachers. No other school or Aurora Public Schools should not have the authority to transfer its teachers into AXL Academy or transfer teachers from AXL Academy to any other schools, except as provided for in the Charter School Agreement.

Replacement Plan:

The school will hire teachers on a best-qualified basis. There is no provision for transfers.

Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2019.

Financial Impact:

The school anticipates that the requested waivers will have no financial impact on the Aurora Public Schools or AXL Academy.

How the Impact of the Waivers Will be Evaluated:

The impact of this waiver will be measured by the performance criteria and assessments that apply to AXL Academy, as set forth in this Charter School Agreement.

Expected Outcome:

The school expects that as a result of this waiver it will be able to manage its own personnel affairs. There is no provision for transfers.