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**Charter School DPS Board Policy Waiver Guidance and Request Form**

**Purpose:** This document is intended to serve as guidance for charter school leaders in understanding DPS policies, policy changes, and waiver options, and serves as the request form for obtaining waivers from DPS policy. Please follow the instructions provided in this document, as well as in the State Waiver Guidance and Request Form, and submit both completed documents to the Portfolio Management Team (PMT) **by 5PM on Thursday, November 15.**

**Process Instructions:**

1. Review the summary of DPS Board Policy waiver types, DPS Board Policy changes, and this year’s waiver type classification changes.
2. Review available Type II and Type III DPS policy waivers in Appendix B and Appendix C and select those policies which your school/network would like to waive. It may be helpful to review your DPS policy waivers from your most recent contract. To request a copy of your most recent contract and waivers, notify your PMT contact listed in this document.
3. Complete and submit Appendix B and Appendix C **as a word document** to your PMT contact **by 5PM on Thursday, November 15.** If your school/network is choosing to waive a Type III DPS policy, also provide your replacement policy for that waiver. *(Note: If requesting to waive any Type III policies other than IKF, please immediately notify your PMT contact.)*
4. The final version of your DPS Board policy waivers will be included as an Appendix in your contract. While the final contract will require a signature from your Board Chairperson/President and a School Official, waiver documents will no longer require signatures.

To honor charter school autonomy and provide the flexibility to implement the school plan outlined in the school’s contract, charter schools are permitted to waive many District policies. These policies are sorted into four different types, listed and described below:

|  |  |
| --- | --- |
| **Type** | **Implication** |
| Not waivable | DPS would not approve a waiver for this policy |
| Type I | Automatic Waiver - Does not apply to charter schools |
| Type II | Charter schools can waive this policy and DPS does not need replacement policy on file. |
| Type III | Charter schools can waive the policy, but DPS needs the replacement policy language on file and approved by the District. Otherwise, the DPS Board policy governs. |

Please see the Appendix E to this document for a policy-by-policy description and types.

**DPS Board Waivers Process at Renewal or New School Contracting:**

All Type I policies are automatic waivers, meaning all charter schools in DPS have this waiver without actively seeking it. You can see these policies in Appendix A.

For all Type II and III waivers, the school/network must actively seek a waiver. For any Type II waivers, see Appendix B to fill out the Type II waivers sought and affirm the school has developed a replacement policy, if applicable. The District does not need a copy of the replacement policy on file, but the school must be able to provide if requested. For any Type III waivers, the replacement policy language must be provided and approved by the District to authorize a waiver. In order to maintain equity between all DPS schools, there are also several non-waivable policies listed in Appendix D (e.g. policy AB on the School Performance Framework).

If a policy or accompanying regulation is not waived, the following shall apply: any reference to “District” will be read as “Charter School” or “Charter Network”; and any reference to “superintendent” or “area superintendent” shall be read as “Charter School leader.”

**Changes to DPS Policy in 2017-2018:**

In the 2017-2018 School Year, the DPS Board added, amended, and removed several policies.

As part of our [Safe and Welcoming Schools initiative](http://www.boarddocs.com/co/dpsk12/Board.nsf/goto?open&id=AMUVKJ8118FF), we made the following revisions to policies:

* Added “citizen/immigration status” as a protected class in all relevant policies (AC, GBA, JB). These policies were [revised again](http://www.boarddocs.com/co/dpsk12/Board.nsf/goto?open&id=AZB8FS724C34) June 14, 2018.
* Added an explanation of how we handle inquiries from the federal government about student status to JIH.
* Amended our FERPA policy (JRA/JRC and JRA/JRC-R) to no longer include place of birth or last educational institution attended.

Because of a change in Federal regulations, we made the following [revisions](http://www.boarddocs.com/co/dpsk12/Board.nsf/goto?open&id=AZB8EZ723A92) and additions of policies:

* Deleted the reference to foster students from our Homeless student policy (JFABD).
* Added a policy and regulation about Foster students (JFABE and JFABE-R).

[Revisions](http://www.boarddocs.com/co/dpsk12/Board.nsf/goto?open&id=AMUVH380C2A4) were also made to the following policies and regulations:

* ADF, JK, and JK -R.

Finally, due to changes to state statute and an agreement with the Office of Civil Rights, we made [revisions](http://www.boarddocs.com/co/dpsk12/Board.nsf/goto?open&id=AR5UJJ7C4B4D) to the following policies and regulations:

* Revised ADD, ECA/ECAB, JICF, JKA, JQ, JKA-R, and JC-R.
* Deleted JKC, as the content was out of date and no longer required.

**Changes to Waiver Type Classifications:**

The following DPS policies were changed from Type II to Type III:

* GBEC, GBEC-R, JIH, JKA, JKA-R, JLCDB, JLCDB-E, JLF, JLF-R

The following DPS policies were changed to not waivable:

* JFABE, JFABE-R, KDE

**Future Changes to DPS Board Policy:**

Annually, the Portfolio Management Team will update schools regarding any new DPS policies and their implications for charter school waivers. If the school seeks to add a Type II or III waiver at that time, they can through go a streamlined mid-cycle application process for that waiver, whether or not the school is eligible for renewal.

**Questions?**

**For renewal schools, contact:**

Matthew Meyer, Manager of Accountability

[matthew\_meyer@dpsk12.org](mailto:matthew_meyer@dpsk12.org); 720.423.2536

**For new schools, contact:**

Max Tweten, School Development Associate

[max\_tweten@dpsk12.org](mailto:max_tweten@dpsk12.org); 720.423.3584

**Appendix A: Type I DPS Charter Waivers**

The following DPS policies do not apply to charter schools and are therefore automatic:

A Policies: Foundations and Basic Commitments

|  |  |
| --- | --- |
| A | Policy Framework for Accelerating Gains in Academic Achievement for All Students |
| ACE | Equitable and Inclusive Contracting Policy |
| AD | Educational Philosophy/School District Mission |
| ADE | Innovation in Education |

B Policies: School Board Governance and Operations

|  |  |
| --- | --- |
| BBA | School Board Powers and Responsibilities |
| BC | Board Member Conduct |
| BCB | Board Member Conflict of Interest |
| BDB | Board Officers |
| BDF | Advisory Committees/Councils |
| BDF-R1 | Career and Tech Ed Council |
| BDF-R2 | Preschool Program Council |
| BDF-R3 | Drug-Free Schools Advisory Council |
| BDFA | District Personnel Performance Evaluation Council |
| BDFA-R | Procedures for District Personnel Performance Evaluation Council |
| BDFB | Finance and Audit Committee |
| BDFB-E | Exhibit - Finance and Audit Committee Charter |
| BDFG | District Accountability Committee |
| BDFG-R | Procedures for District Accountability Committee |
| BE | School Board Meetings |
| BG | School Board Policy Adoption Process |
| BID/BIE | Board Fiscal Policy/Board Member Compensation and Expenses/Liability |

C Policies: General School Administration

|  |  |
| --- | --- |
| CBA/CBC | Powers and Responsibilities of Superintendent |
| CBI | Evaluation of Superintendent |

D Policies: Fiscal Management

|  |  |
| --- | --- |
| DEA | Mill Levy Distribution |
| DFA | Investment and Cash Management Policy |
| DFB | Debt Policy |
| DFC | Derivatives Policy |
| DH | Bonded Employees and Officers |
| DIA | Online Schools and Online Programs |
| DIE | Audits/Financial Monitoring |
| DJGA | Sales Calls and Demonstrations |
| EBAB | Hazardous Materials and Asbestos Management |
| EEA | Student Transportation |
| EEA-R1 | Regulation for Transportation of Students in School Buses |
| EEA-R2 | Student Transportation in Private Vehicles |
| EEAFB | Use of School Vehicles by Community Groups |
| EEAFB-R | Regulations of Use of School Vehicles by Community Groups |

F Policies: Facilities Development

|  |  |
| --- | --- |
| FB | Historical Designation of Facilities |
| FF | Naming of Facilities *(unless in District facility, then unwaivalbe)* |

G Policies: Personnel

|  |  |
| --- | --- |
| G | DPS Employee Handbook |
| GBEBA | Staff Dress Code |
| GBEBA-R | Regulation for the Enforcement of the Staff Dress Code |
| GDQD | Dismissal of full-time Classified Employees, Specialized Service Providers, and Teachers in Schools with a Waiver of Statutory Dismissal Procedures |
| GDQD-R | Regulation regarding Procedures for Dismissal of full-time Classified Employees, Specialized Service Providers, and Teachers in Schools with a Waiver of Statutory Dismissal Procedures |

J Policies: Students

|  |  |
| --- | --- |
| JFABB | Admission of Foreign Exchange Students |
| JFABB-R | Regulation for Admission of Foreign Exchange Students |
| JIBA | Student Government |
| JIBA-R | Student Government (Student Board of Education) |
| JJIB | Interscholastic Sports |  |
| JICC | Student Conduct on Buses *(unless using DPS transportation, then unwaivable)* |  |
| JICC-R | Regulation for Student Conduct on School Buses *(unless using DPS transportation, then unwaivable)* |  |

K Policies: School – Community Relations

|  |  |
| --- | --- |
| KE | Public Concerns and Complaints |
| KF | Community Use of School Facilities *(unless in District facility, then unwaivable)* |
| KF-R | Regulation regarding Community Use of School Facilities *(unless in District facility, then unwaivable)* |
| KHBA | Sponsorship Programs |
| KCD | Public Gifts Donations to Schools |
| KCD-R | Regulation regarding Public Gifts/Donations and Grants |

**Charter School DPS Board Policy Waiver Request**

|  |
| --- |
| **Contact Information** |
| **School Name: XX** |
| **School Address (mailing): XX** |
| **Charter School Waiver Contact Name: XX** |
| **Charter School Waiver Contact’s Phone Number: XX** |
| **Charter School Waiver Contact’s Email: XX** |

**Appendix B: Type II DPS Charter Waivers**

A Policies: Foundations and Basic Commitments

|  |  |  |
| --- | --- | --- |
|  | AC | Nondiscrimination and Equal Opportunity |
|  | AC-R1 | Procedures for the Investigation of Public Complaints of Discrimination or Harassment |
|  | AC-R2 | Procedures for Public Requests for Reasonable Accommodations and Procedures for the Investigation of Public Complaints Regarding the Provision of Requested Accommodations |
|  | ADC | Tobacco and Marijuana-Free Schools |
|  | ADD | Safe Schools |
|  | ADF/  ADF-R | School Wellness |

B Policies: School Board Governance and Operations

|  |  |  |
| --- | --- | --- |
|  | BDF-R4 | Collaborative School Committees |

D Policies: Fiscal Management

|  |  |  |
| --- | --- | --- |
|  | DJ | Purchasing |
|  | DJA | Purchasing Authority |
|  | DJA-R | Regulations for Purchasing Authority |
|  | DJB | Purchasing Procedures |
|  | DJD | Cooperative Purchasing |
|  | DJE | Bidding Procedures |
|  | DJG | Vendor Relations |
|  | DK | Stewardship of Funds |
|  | DK-R | Propriety of Expenses Procedures |
|  | DK-R1 | Travel Expenses |
|  | DK-R2 | Food Purchases Procedure - Non-Student Meal Related |
|  | DK-R3 | District Cell Phone Procedures |
|  | DK-R4 | Payroll/Deductions/Direct Deposit/Expense Reimbursements |
|  | DK-R5 | Gift Card Purchasing Procedures |

E Policies: Support Services

|  |  |  |
| --- | --- | --- |
|  | ECA | Building Safety and Security Policy |
|  | EFEA | Nutritious Food Choices |
|  | EGAEA | Electronic Mail and Internet Policy |
|  | EGAEA-R1 | Regulations of Use of Electronic Mail and Internet Systems |
|  | EGAEA-R2 | Regulation of Social Media Use |
|  | EHB | Records Retention |

G Policies: Personnel

|  |  |  |
| --- | --- | --- |
|  | GBA | Equal Employment Opportunity and Nondiscrimination |
|  | GBA-R1 | Procedures for the Investigation of Employee Complaints of Discrimination or Harassment |
|  | GBA-R2 | Procedures for Employee Requests for Reasonable Accommodations and Procedures for the Investigation of Employee Complaints Regarding the Provision of Requested Modifications or Accommodations |
|  | GBEBC | Gifts to and Solicitations by Staff |
|  | GBGB | Personal Safety and Security |
|  | GCF/GDF | Staff Recruiting/Hiring |

I Policies: Instructional Program

|  |  |  |  |
| --- | --- | --- | --- |
|  | IHAM | Health and Family Life/Sex Education |  |
|  | IHAM-R | Regulation for implementing Health and Family Life/Sex Education |  |
|  | IHBK | Preparation for Postsecondary and Workforce Success |
|  | IHBK-R | Regulations for Preparation for Postsecondary and Workforce Success |
|  | IKA | Grading/Assessment Systems |
|  | IKA-R | Regulation for Grading/Assessment Systems |
|  | IKE | Promotion, Retention and Acceleration of Students |
|  | IKE-R | Procedure for the Promotion, Retention, and Acceleration of Students |
|  | ILBC | Early Literacy and Reading Comprehension |
|  | ILBC-R | Procedures to Implement the Colorado READ Act |
|  | IMDB | Flag Displays |

J Policies: Students

|  |  |  |
| --- | --- | --- |
|  | JICA | Student Dress Code |
|  | JICDE | Bullying Prevention and Education |
|  | JICEA | School-Related Student Publications |
|  | JICEA-R | Regulation regarding School-Related Student Publications |
|  | JICEC | Student Distribution of Noncurricular Materials |
|  | JICEC-R | Regulation for Student Distribution of Noncurricular Materials |
|  | JICF | Secret Societies/Gang |
|  | JICG | Use of Tobacco by Students |
|  | JICH | Drug and Alcohol Use by Students |
|  | JICH-R | Regulations for Drug and Alcohol Use by Students |
|  | JJH | Student Travel and Field Trips (if not waived, “superintendent” approval will be replaced by “charter school leader” approval) |
|  | JJH-R | Regulation regarding Student Travel and Field Trips |
|  | JLC | Student Health Services and Records |
|  | JLCDA | Students with Food Allergies |
|  | JLI | Student Safety |
|  | JQ | Student fees, Fines and Charges (if not waived, “area superintendent approval” will be read as “charter school leader approval”) |
|  | JRA/JRC | Student Records/Release of Information on Students |
|  | JRA/JRC-R | Regulation Regarding Student Records and Release of Student Information |

K Policies: Instructional Program

|  |  |  |
| --- | --- | --- |
|  | KB | Family Engagement (Including Title I Family Engagement) |
|  | KB-R | Regulation for Family Engagement (Including Title 1 Family Engagement) |
|  | KDB | Public's Right to Know - Freedom of Information |
|  | KDB-R | Regulation regarding Public's Right to Know - Freedom of Information |
|  | KFA | Public Conduct on School Property |
|  | KFA-R | Regulation regarding Public Conduct on School Property |
|  | KHB | Advertising in Schools |
|  | KI | Visitors to Schools |

By signing the charter contract, the School/Network affirms that is has replacement policies that complies with the intent of the policy for each of the non-automatic waivers sought above that are legally required.

**Appendix C: Type III DPS Charter Waivers**

The School/Network seeks the following non-automatic waivers and has attached the school’s replacement policy for DPS review:

|  |  |  |
| --- | --- | --- |
|  | GBEA | Conflicts of Interest |
|  | GBEC | Drug, Alcohol and Tobacco-Free Workplace (Use by Staff Members) |
|  | GBEC-R | Regulation for the Enforcement of the Drug, Alcohol and Tobacco-free Workplace Policy |
|  | IKF - R | Graduation Requirements for Class of 2021 and Beyond - Supporting Details |
|  | IKF | IKF - Requirements for Graduating class of 2021 and beyond |
|  | IKF | IKF - Graduation Requirements (Up to Class of 2020) |
|  | JB | Equal Educational Opportunity and nondiscrimination |
|  | JB-R1 | Procedures for the Investigation of Student Complaints of Discrimination or Harassment |
|  | JB-R2 | Regulation for Implementing Section 504 of the Rehabilitation Act of 1973 ("Section 504") and Section 504 Grievance Procedures |
|  | JIH | Student Interviews, Interrogations, Searches and Arrests |
|  | JK | Student Discipline (note: provisions related to expulsion cannot be waived) |
|  | JK-R | Student Conduct and Discipline Procedures (note: provisions related to expulsion cannot be waived) |
|  | JKA | Restraint of Students |
|  | JKA-R | Restraint of Students Regulation |
|  | JLCDB | Administration of Medical Marijuana to Qualified Students |
|  | JLCDB-E | Written Plan: Administration of Medical Marijuana to Qualified Students |
|  | JLF | Child Abuse and Reporting |
|  | JLF-R | Reporting Child Abuse and Child Protection |

***\*If waiving, IKF, please refer to Appendix G for a replacement policy template and specific replacement policy considerations. If waiving any other Type III policies, please immediately notify your PMT contact listed at the start of this document.***

By signing the charter contract, the School/Network affirms that is has replacement policies that complies with the intent of the policy for each of the non-automatic waivers sought above that are legally required.

**Appendix D: Not Waivable for Charters**

The following Board of Education policies are not available for waivers by charter schools:

|  |  |  |
| --- | --- | --- |
| AB | Active | School Performance Framework |
| ABA | Active | School Performance Compact |
| AF | Active | Charter Quality Authorizing Policy |
| FAP | Active | Facility Allocation Policy |
| FN | Active | Shared Campuses |
| FN-R | Active | Regulation regarding Shared Campuses |
| IHBHD | Active | Gilliam Center |
| JC | Revised | Student Assignment |
| JC-R | Revised | Regulation for Student Assignment |
| JF | Active | Admission and Denial of Admission |
| JFABD | Revised | Homeless Students |
| JFABD-R | Revised | Regulation for Implementation of Homeless Student Policy |
| JFABE | New | Students in Foster Care |
| JFABE-R | New | Students in Foster Care Regulation |
| JHB | Active | Student Attendance and Truancy |
| JHB-R | Active | Regulation for Student Attendance |
| KDE | Active | Emergency Management |

**Appendix E: Master DPS Policy Reference Guide**

See all DPS Board policies on BoardDocs: <http://www.boarddocs.com/co/dpsk12/Board.nsf/Public>

|  |  |  |
| --- | --- | --- |
| **A Policies** | **Foundations and Basic Commitments** | **How does this apply to Charter Schools?** |
| A | Policy Framework for Accelerating Gains in Academic Achievement for All Students | Type I |
| AB | School Performance Framework | Not waivable |
| ABA | School Performance Compact | Not waivable |
| AC | Nondiscrimination and Equal Opportunity | Type II |
| AC-R1 | Procedures for the Investigation of Public Complaints of Discrimination or Harassment | Type II |
| AC-R2 | Procedures for Public Requests for Reasonable Accommodations and Procedures for the Investigation of Public Complaints Regarding the Provision of Requested Accommodations | Type II |
| ACE | Equitable and Inclusive Contracting Policy | Type I |
| AD | Educational Philosophy/District Mission | Type I |
| ADC | Tobacco and Marijuana-Free Schools | Type II |
| ADD | Safe Schools | Type II |
| ADE | Innovation in Education | Type I |
| ADF/ADF-R | School Wellness | Type II |
| AF | Charter Quality Authorizing Policy | Not waivable |

|  |  |  |
| --- | --- | --- |
| **B Policies** | **School Board Governance and Operations** | **How does this apply to Charter Schools?** |
| BBA | School Board Powers and Responsibilities | Type I (Charter Board needs to create own governance rules) |
| BC | Board Member Conduct | Type I (Charter Board needs to create own governance rules) |
| BCB | Board Member Conflict of Interest | Type I (Charter Board needs to create own governance rules) |
| BDB | Board Officers | Type I (Charter Board needs to create own governance rules) |
| BDF | Advisory Committees/Councils | Type I (Charter Board needs to create own governance rules) |
| BDF-R1 | Career and Tech Ed Council | Type I |
| BDF-R2 | Preschool Program Council | Type I |
| BDF-R3 | Drug-Free Schools Advisory Council | Type I |
| BDF-R4 | Collaborative School Committees | Type II, Must create SACs according to Statute, can waive and create own policy |
| BDFA | District Personnel Performance Evaluation Council | Type I |
| BDFA-R | Procedures for District Personnel Performance Evaluation Council | Type I |
| BDFB | Finance and Audit Committee | Type I |
| BDFB-E | Exhibit - Finance and Audit Committee Charter | Type I |
| BDFG | District Accountability Committee | Type I |
| BDFG-R | Procedures for District Accountability Committee | Type I |
| BE | School Board Meetings | Type I (Charter Board needs to create own governance rules) |
| BG | School Board Policy Adoption Process | Type I (Charter Board needs to create own governance rules) |
| BID/BIE | Board Fiscal Policy/Board Member Compensation and Expenses/Liability | Type I (Charter Board needs to create own governance rules) |

|  |  |  |
| --- | --- | --- |
| **C Policies** | **General School Administration** | **How does this apply to Charter Schools?** |
| CBA/CBC | Powers and Responsibilities of Superintendent | Type I |
| CBI | Evaluation of Superintendent | Type I |

|  |  |  |
| --- | --- | --- |
| **D Policies** | **Fiscal Management** | **How does this apply to Charter Schools?** |
| DEA | Mill Levy Distribution | Type I |
| DFA | Investment and Cash Management Policy | Type I |
| DFB | Debt Policy | Type I |
| DFC | Derivatives Policy | Type I |
| DH | Bonded Employees and Officers | Type I |
| DIA | Online Schools and Online Programs | Type I |
| DIE | Audits/Financial Monitoring | Type I |
| DJ | Purchasing | Type II (charters should create own purchasing policies) |
| DJA | Purchasing Authority | Type II (charters should create own purchasing policies) |
| DJA-R | Regulations for Purchasing Authority | Type II (charters should create own purchasing policies) |
| DJB | Purchasing Procedures | Type II (charters should create own purchasing policies) |
| DJD | Cooperative Purchasing | Type II (charters should create own purchasing policies) |
| DJE | Bidding Procedures | Type II (charters should create own purchasing policies) |
| DJG | Vendor Relations | Type II (charters should create own purchasing policies) |
| DJGA | Sales Calls and Demonstrations | Type I |
| DK | Stewardship of Funds | Type II (charters should create own policies regarding stewardship of funds) |
| DK-R | Propriety of Expenses Procedures | Type II (charters should create own policies regarding stewardship of funds) |
| DK-R1 | Travel Expenses | Type II (charters should create own policies regarding stewardship of funds) |
| DK-R2 | Food Purchases Procedure - Non-Student Meal Related | Type II (charters should create own policies regarding stewardship of funds) |
| DK-R3 | District Cell Phone Procedures | Type II (charters should create own policies regarding stewardship of funds) |
| DK-R4 | Payroll/Deductions/Direct Deposit/Expense Reimbursements | Type II (charters should create own policies regarding stewardship of funds) |
| DK-R5 | Gift Card Purchasing Procedures | Type II (charters should create own policies regarding stewardship of funds) |

|  |  |  |
| --- | --- | --- |
| **E Policies** | **Support Services** | **How does this apply to Charter Schools?** |
| EBAB | Hazardous Materials and Asbestos Management | Type I |
| ECA | Building Safety and Security Policy | Type II (unless in District facility, then unwaivable) |
| EEA | Student Transportation | Type I |
| EEA-R1 | Regulation for Transportation of Students in School Buses | Type I |
| EEA-R2 | Student Transportation in Private Vehicles | Type I |
| EEAEEA | Drug and Alcohol Testing for Bus Drivers and Employees in Safety Sensitive Positions | Not applicable (unless Charter is hiring their own bus drivers, in which case they need to be responsible for this) |
| EEAEEA-R | Regulation for Alcohol and Drug Testing for Bus Drivers and Employees in Safety Sensitive Positions | Not applicable (unless Charter is hiring their own bus drivers, in which case they need to be responsible for this) |
| EEAFB | Use of School Vehicles by Community Groups | Type I |
| EEAFB-R | Regulations of Use of School Vehicles by Community Groups | Type I |
| EFEA | Nutritious Food Choices | Type II |
| EGAEA | Electronic Mail and Internet Policy | Type II |
| EGAEA-R1 | Regulations of Use of Electronic Mail and Internet Systems | Type II |
| EGAEA-R2 | Regulation of Social Media Use | Type II |
| EHB | Records Retention | Type II |

|  |  |  |
| --- | --- | --- |
| **F Policies** | **Facilities Development** | **How does this apply to Charter Schools?** |
| FAP | Facility Allocation Policy | Not waivable |
| FB | Historical Designation of Facilities | Type I |
| FF | Naming of Facilities | Type I (unless in district facilities, then not waivable) |
| FN | Shared Campuses | Not waivable |
| FN-R | Regulation regarding Shared Campuses | Not waivable |

|  |  |  |
| --- | --- | --- |
| **G Policies** | **Personnel** | **How does this apply to Charter Schools?** |
| G | DPS Employee Handbook | Type I |
| GBA | Equal Employment Opportunity and Nondiscrimination | Type II |
| GBA-R1 | Procedures for the Investigation of Employee Complaints of Discrimination or Harassment | Type II |
| GBA-R2 | Procedures for Employee Requests for Reasonable Accommodations and Procedures for the Investigation of Employee Complaints Regarding the Provision of Requested Modifications or Accommodations | Type II |
| GBEA | Conflicts of Interest | Type III |
| GBEBA | Staff Dress Code | Type I |
| GBEBA-R | Regulation for the Enforcement of the Staff Dress Code | Type I |
| GBEBC | Gifts to and Solicitations by Staff | Type II |
| GBEC | Drug, Alcohol and Tobacco-Free Workplace (Use by Staff Members) | Type III |
| GBEC-R | Regulation for the Enforcement of the Drug, Alcohol and Tobacco-free Workplace Policy | Type III |
| GBGB | Personal Safety and Security | Type II |
| GCF/GDF | Staff Recruiting/Hiring | Type II |
| GDQD | Dismissal of full-time Classified Employees, Specialized Service Providers, and Teachers in Schools with a Waiver of Statutory Dismissal Procedures | Type I |
| GDQD-R | Regulation regarding Procedures for Dismissal of full-time Classified Employees, Specialized Service Providers, and Teachers in Schools with a Waiver of Statutory Dismissal Procedures | Type I |

|  |  |  |
| --- | --- | --- |
| **I Policies** | **Instructional Program** | **How does this apply to Charter Schools?** |
| IHAM | Health and Family Life/Sex Education | Type II |
| IHAM-R | Regulation for implementing Health and Family Life/Sex Education | Type II |
| IHBHD | Gilliam Center | Not waivable |
| IHBK | Preparation for Postsecondary and Workforce Success | Type II |
| IHBK-R | Regulations for Preparation for Postsecondary and Workforce Success | Type II |
| IKA | Grading/Assessment Systems | Type II |
| IKA-R | Regulation for Grading/Assessment Systems | Type II |
| IKE | Promotion, Retention and Acceleration of Students | Type II |
| IKE-R | Procedure for the Promotion, Retention, and Acceleration of Students | Type II |
| IKF-R | IKF-R: Graduation Requirements for Class of 2021 and Beyond - Supporting Details | Type III |
| IKF | IKF - Requirements for class of 2021 and beyond | Type III |
| IKF | IKF - Requirements for classes up to 2020 | Type III |
| ILBC | Early Literacy and Reading Comprehension | Type II |
| ILBC-R | Procedures to Implement the Colorado READ Act | Type II |
| IMDB | Flag Displays | Type II |

|  |  |  |
| --- | --- | --- |
| **J Policies** | **Students** | **How does this apply to Charter Schools?** |
| JB | Equal Educational Opportunity and nondiscrimination | Type III |
| JB-R1 | Procedures for the Investigation of Student Complaints of Discrimination or Harassment | Type III |
| JB-R2 | Regulation for Implementing Section 504 of the Rehabilitation Act of 1973 ("Section 504") and Section 504 Grievance Procedures | Type III |
| JC | Student Assignment | Not waivable |
| JC-R | Regulation for Student Assignment | Not waivable |
| JF | Admission and Denial of Admission | Not waivable |
| JFABB | Admission of Foreign Exchange Students | Type I |
| JFABB-R | Regulation for Admission of Foreign Exchange Students | Type I |
| JFABD | Homeless Students | Not waivable |
| JFABD-R | Regulation for Implementation of Homeless Student Policy | Not waivable |
| JFABE | Students in Foster Care | Not waivable |
| JFABE-R | Students in Foster Care Regulation | Not waivable |
| JHB | Student Attendance and Truancy | Not waivable |
| JHB-R | Regulation for Student Attendance | Not waivable, but could add more detail |
| JIBA | Student Government | Type I |
| JIBA-R | Student Government (Student Board of Education) | Type I |
| JICA | Student Dress Code | Type II |
| JICC | Student Conduct on Buses (1214F) | Type I |
| JICC-R | Regulation for Student Conduct on School Buses | Type I |
| JICDE | Bullying Prevention and Education | Type II |
| JICEA | School-Related Student Publications | Type II |
| JICEA-R | Regulation regarding School-Related Student Publications | Type II |
| JICEC | Student Distribution of Noncurricular Materials | Type II |
| JICEC-R | Regulation for Student Distribution of Noncurricular Materials | Type II |
| JICF | Secret Societies/Gang | Type II |
| JICG | Use of Tobacco by Students | Type II |
| JICH | Drug and Alcohol Use by Students | Type II |
| JICH-R | Regulations for Drug and Alcohol Use by Students | Type II |
| JIH | Student Interviews, Interrogations, Searches and Arrests | Type III |
| JJH | Student Travel and Field Trips | Type II |
| JJH-R | Regulation regarding Student Travel and Field Trips | Type II |
| JJIB | Interscholastic Sports | Type I |
| JK | Student Discipline | Type III |
| JK-R | Student Conduct and Discipline Procedures | Type III |
| JKA | Restraint of Students | Type III |
| JKA-R | Restraint of Students Regulation | Type III |
| JLC | Student Health Services and Records | Type II |
| JLCDA | Students with Food Allergies | Type II |
| JLCDB | Administration of Medical Marijuana to Qualified Students | Type III |
| JLCDB-E | Written Plan: Administration of Medical Marijuana to Qualified Students | Type III |
| JLF | Child Abuse and Reporting | Type III |
| JLF-R | Reporting Child Abuse and Child Protection | Type III |
| JLI | Student Safety | Type II |
| JQ | Student fees, Fines and Charges | Type II |
| JRA/JRC | Student Records/Release of Information on Students | Type II |
| JRA/JRC-R | Regulation Regarding Student Records and Release of Student Information | Type II |

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| --- | --- | --- |
| **K Policies** | **School - Community Relations** | **How does this apply to Charter Schools?** |
| KB | Family Engagement (Including Title I Family Engagement) | Type II (if Title 1 School) |
| KB-R | Regulation for Family Engagement (Including Title 1 Family Engagement) | Type II (if Title 1 School) |
| KCD | Public Gifts Donations to Schools | Type I |
| KCD-R | Regulation regarding Public Gifts/Donations and Grants | Type I |
| KDB | Public's Right to Know - Freedom of Information | Type II |
| KDB-R | Regulation regarding Public's Right to Know - Freedom of Information | Type II |
| KDE | Emergency Management | Type III |
| KE | Public Concerns and Complaints | Type I |
| KF | Community Use of School Facilities | Type I (unless District facility, then not waivable) |
| KF-R | Regulation regarding Community Use of School Facilities | Type I (unless District facility, then not waivable) |
| KFA | Public Conduct on School Property | Type II |
| KFA-R | Regulation regarding Public Conduct on School Property | Type II |
| KHB | Advertising in Schools | Type II |
| KHBA | Sponsorship Programs | Type I |
| KI | Visitors to Schools | Type II |

**Appendix F: Repealed Board Policies (as of July 2018)**

These are no longer Board policies and therefor Charter Schools do not need waivers from them. If the District adds repealed policies back, we will alert charter schools and give them the opportunity to waive the policy.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Repealed Board Policies** | | | | | | | |
| **A** | **C** | **E** | **F** | GCP | IHAMC | **J** | JLCCA-R |
| ACA-R | CBB | E | FA | GCQE | IHBA | JBA | JLCD |
| ACD | CDB | EB |  | GCU | IHBA-R | JBB | JLCE |
| ADD-E | CBF | EBBA-R | **G** | GD | IHBB | JBB-R | JLCE-R |
| AE | CBFA-E | EBBB | GBAA | GDA | IHBD | JBBA | JLE |
| AED | CBIA | EBCA | GBAA-R | GDBC | IHBEA | JBBAA | JLIB |
| AG | CFBA | EBBC | GBAB | GDBD | IHBF | JE | JLIC |
| AI | CH | EBCE | GBEB | GDC | IHBG | JE-R | JLID |
| **B** | CHA | EBCE-R | GBEBB | GDCD | IHBHD | JEA | JLIE |
| BB | CHD | ECAC | GBED | GDCE | IHCD | JEB | JLJ |
| BBAA | CI | ECAC-R | GBGA | GDCH | IHCDA | JEC | JO |
| BBBB |  | ECAD | GBGD | GDCI | IHCDB | JEC-R |  |
| BBBC | **D** | EDB | GBGE | GDCJ | IHDC | JFAB | **K** |
| BBBD | DAB | EDC | GBGF | GDD | IHDC-R | JHCA | KDDB |
| BBBE | DB | EEAA | GBJ | GDI | ILA | JHD | KH |
| BBBG | DBC | EEAB | GBK | GDJ | ILA-R | JI | KLB |
| BCA-E2 | DBD | EEAE | GBK-R | GDK | IJJ | JIB |  |
| BBDG | DBE | EEAEA | GC | GDMB | IJJ-R | JIE |  |
| BDA | DBF | EEAEB | GCB | GDO | IJL | JJ |  |
| BDFH | DEAA | EEAEC | GCBC | GDP | IJL-R | JJA |  |
| BDFI | DF | EEAFA | GCCAF | GDQB | IJM | JJIE |  |
| BDG | DF-R | EFC | GCCAH |  | IJOA | JJIF-R |  |
| BEDA | DGA | EGAD | GCCBB | **I** | IJOA-R | JJF |  |
| BEDB | DGB | EGAD-R1 | GCCBD | IC | IJOC | JJIC |  |
| BEDD | DID | EGAD-R2 | GCCBE | ICA | IK | JJID |  |
| BEDF | DLB | EGAEB | GCCBF | IE | IKB | JKB |  |
| BEDG | DN | EGAEC | GCCBH | IEA | ILA | JKC |  |
| BEDH |  | EGB | GCCBJ | IF | ILBA | JKF |  |
| BGA |  | EI | GCD | IGA | IMB | JLCA |  |
| BIF |  | EI-R1 | GCF-2 | IGD | IMBD | JLCB |  |
|  |  | EI-R2 | GCKAA | IHAMA |  | JLCC |  |
|  |  |  | GCQE | IHAMB |  | JLCCA |  |

**Appendix G: DPS Graduation Policy Waiver Guidance**

***Context:*** In May 2016, the DPS Board revised and adopted Board Policy IFK and IFK-R Graduation Requirements in order to address changes in State Board Requirements. Board Policy IKF and IKF-R apply to all schools, regardless of governance type, unless expressly waived. IKF-R explicitly has as one of its guiding principles a commitment to flexibility, because the DPS Board believes schools can make the best decisions about what is right for their students and communities. However, there are pieces of the policies that cannot be waived due to state law and/or equity of accountability. As such, charter schools are being given the chance to request a waiver be added to their contract in the Fall of 2017, by submitting a detailed replacement policy. These will be reviewed and approved by DPS Post Secondary Readiness, Legal and the Portfolio Management Teams before being sent to the DPS Board for a final approval vote in order to ensure the plans adequately meet the intent of the policy and the requirements of the law.

***Directions:*** In the following template, please indicate which sections of IKF and IKF-R in particular the school is waiving.

Resource: Board Policy IKF and IKF-R (<http://www.boarddocs.com/co/dpsk12/Board.nsf/Public>) and The State Board Rules governing ICAPs (<https://www.cde.state.co.us/postsecondary/icaprules>) and Graduation Guidelines FAQs (<https://www.cde.state.co.us/postsecondary/gradguidelinesfaqs>)

Have additional questions? Reach out to Bailey Holyfield ([amanda\_holyfield@dpsk12.org](mailto:amanda_holyfield@dpsk12.org)) or John Albright ([john\_albright@dpsk12.org](mailto:john_albright@dpsk12.org)) in Post-Secondary Readiness

***Reminders:***

* ICAP: A school cannot waive the ICAP requirement or state expectations for ICAPs, but they can use a system other than Naviance in order to meet all expectations for an ICAP under the state guidance. If a school is using Naviance, it DOES NOT need to waive this provision.
* Course Credit: A school cannot reduce the number of credits in each subject area, but it can increase/add course requirements. A school DOES NOT have to provide DPS with the course names/descriptions that meet each credit requirement.
* Competency Demonstration: The school can narrow the competency demonstration list but cannot change the minimum scores or add additional options.

Note: If the school is proposing developing its own Capstone for the competency demonstration, there is a different process. Please reach out to Mark Muenchau, Director of Competency-Based Learning, ([mark\_muenchau@dpsk12.org](mailto:mark_muenchau@dpsk12.org)) for more information.

**Waiver Request IKF/IKF-R Graduation Requirements for Class of 2021 and Beyond**

**School:** (INSERT)

**School Contact Name and Email:** (INSERT)

|  |
| --- |
| ICAP: Replacement Plan  *If no changes are being made to this section, the default is: The school is following district policy in its entirety for this section of the IKF and IKF-R.*  *If changes are being made use this template language:*  (Insert how the school will meet EACH of the below requirements)  *Note: If the school is using CollegeInColorado.org instead of Naviance, then it must simply state that and state how it will follow one subsection of below: 2.01(2)(b) regarding portability.*  *Each ICAP shall include a career planning, guidance and tracking component and portfolio that reflects, at a minimum, standards as required, but not limited to 22-2-136, C.R.S.*   * *2.01(1)(a) Documentation of the student’s efforts in exploring careers including: a written postsecondary and workforce goal for the student; yearly benchmarks for reaching that goal; interest surveys that the student completes; and anticipated post-secondary studies;* * *2.01(1)(b) The student’s academic progress including courses taken, any remediation or credit recovery and any concurrent enrollment credits earned;* * *2.01(1)(c) the student’s progress in visual arts and performing arts courses;* * *2.01(1)(d) An intentional sequence of courses reflecting progress towards accomplishment of the student’s postsecondary and workforce objectives;* * *2.01(1)(e) Relevant assessment scores; including basic skills placements or assessment tests. For school districts and charter schools that choose to administer the basic skills placement or assessment tests, the student’s scores on the basic skills placement or assessment tests administered pursuant to section 22-30.5-117, 22-30.5-526 or 22-32-109.5(4), C.R.S., any intervention plan created for the student and the student’s progress in meeting the intervention plan;* * *2.01(1)(f)The student’s plans for and experiences in Contextual and Service Learning, if applicable;* * *2.01(1)(g) A record of the student’s college applications and resume, or alternative applications as they are prepared and submitted;* * *2.01(1)(h) The student’s postsecondary studies as the student progresses through high school;* * *2.01(1)(i) The student’s progress towards securing scholarships, work-study, student loans and grants;* * *2.01(1)(j) Other data reflecting student progress toward postsecondary and workforce readiness, including the student’s understanding of the financial impact of postsecondary readiness* * *2.01(1)(k) The student’s scores on basic skills or assessment tests and based on an analysis of the scores (if a district chooses to administer), the student’s level of post-secondary and workforce readiness (PWR) at the time of the test. If a student’s scores indicate that he or she is at risk of being unable to demonstrate PWR prior to or upon high school graduation, school personnel shall work with the student and the student’s parent or legal guardian to create an intervention plan that identifies the necessary courses and education support services that the student requires to achieve PWR prior to or upon high school graduation to be prepared to continue into a postsecondary education option.* * *2.01(2)(a) Each ICAP is accessible to educators, students, parents, legal guardians, and Approved Postsecondary Service Providers; and may be shared in compliance of the “Federal Family Education Rights and Privacy Act of 1974”; and* * *2.01(2)(b) Each ICAP portfolio shall be transferable in print and/or electronic form for internal and external district use so that when a student transfers from one school or district to another, his/her career and academic plans follows him/her.*   *From Colorado State Board Rules Governing Standards for ICAPs (1 CCR 301-81)* |
| Course Credit: Replacement Plan  *If no changes are being made to this section, the default is: The school is following district policy in its entirety, including all minimum credit requirements, for this section of the IKF and IKF-R including:*  *To earn a DPS diploma, students must complete 24 Units of Credit in the following required areas:*  *●             English Language Arts: 4 Units*  *●             Math: 4 Units*  *●             Science: 3 Units*  *○  2 of the 3 units must be lab-based science classes*  *●             Social Studies: 3 Units*  *○  Civics - required (0.5 units)*  *●             Physical Education: 1 Unit*  *●             Arts or Eligible Career & Technical Education: 1 Unit*  *●             Approved Electives: 8 Units*  *If changes are being made use this template language:*  *In addition the school will require:*  (INSERT the specific additions to the requirements) |
| Competency Demonstration: Replacement Plan  *If no changes are being made to this section, the default is: The school is following district policy in its entirety for this section of the IKF and IKF-R.*  *If changes are being made use this template language:*  The school will use the following assessments from the menu in IFK-R assess student’s ability to demonstrate competency:  (INSERT)  The school will use the minimum thresholds established in IKF and IKF-R for demonstrating competency on these assessments.  The following assessments/menu items will not be used at the school to demonstrate competency:  (INSERT)  *Note: If the school is seeking to develop its own capstone, the school must get District approval before implementation but can seek waiver while that process is underway.* |