

Knowledge Quest Academy Charter School Replacement Plan & Rationale

Automatic

22-9-106, C.R.S.

Performance evaluations for licensed personnel

Rationale: The Knowledge Quest Academy (KQA) governing board, via the charter contract, has been granted the authority to hire and evaluate personnel.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE-5J will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: KQA will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-32-110(1)(h), C.R.S.

Employment and termination of personnel

Rationale: The Knowledge Quest Academy (KQA) governing board, via the charter contract, has been granted the authority to hire and evaluate personnel. Moreover, these board powers statutes are not relevant to a charter school.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The Weld RE-5J will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: KQA will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-32-126, C.R.S.

Employment and authority of principals

Rationale: The Knowledge Quest Academy (KQA) governing board, via the charter contract, has been granted the authority to hire and evaluate the school principal.

Replacement Plan: The governing board will employ its own principal, which includes evaluating his/her performance.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE-5J will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: KQA will be able to hire, evaluate and retain a principal pursuant to authority delegated in the charter contract.

22-63-201 - 206, 301, 302, 401-403, C.R.S. Teacher employment, compensation and dismissal act

Rationale: The Knowledge Quest Academy (KQA) governing board, via the charter contract, has been granted the authority to hire and evaluate personnel. Its status as a charter school makes these teacher employment, compensation and dismissal act provisions irrelevant.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE-5J will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: KQA will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

Additional

22-32-109 (1)(b), C.R.S. Policies for efficient administration

Rationale: The Knowledge Quest Academy (KQA) governing board, via the charter contract, has been granted the authority to manage the school's finances. In doing so, the board will comply with federal and state policies related to competitive bidding and efficient administration.

Replacement Plan: The governing board will ensure compliance with federal and state laws.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE-5J will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: Having control of the budget and financial expenditures at the charter school level will enable the KQA governing board greater efficiencies and greater accountability for taxpayer funds.

22-32-109(1)(f), C.R.S. Selection of pay and personnel

22-32-110(1)(h), C.R.S. Employment and termination of personnel

Rationale: The Knowledge Quest Academy (KQA) governing board, via the charter contract, has been granted the authority to hire and evaluate personnel. Moreover, these board powers statutes are not relevant to a charter school.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the WELD RE5J school district, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE5J will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: KQA will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-32-109 (1)(n), C.R.S. Local board duties - school calendar and teacher/pupil contact hours

Rationale: The Knowledge Quest Academy (KQA) governing board, via the charter contract, has been granted the authority to implement the school's educational program as detailed in the charter school application. The governing board will determine a school calendar, including instructional hours, that meets or exceeds the state's requirements.

Replacement Plan: The KQA governing board will establish its own school calendar.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE-5J will monitor this through annual Accreditation, the Annual Performance Report and financial records for per student funding.

Expected Outcome: The KQA has the authority to implement the educational program design model, including the school calendar.

22-32-110 (1) (h), (i) (j),(k), (ee), C.R.S. Local board duties - employees

Rationale: KQA employs its own at-will staff. making these statutes irrelevant.

Replacement Plan: KQA employs its own at-will staff and will reimburse or compensate them accordingly. KQA controls its own finances and creates its own budget.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE-5J will monitor this through annual Accreditation, the Annual Performance Report and financial reporting.

Expected Outcome: The KQA governing board will more efficiently utilize school funds and according to board policies.

22-63-204 and 205, C.R.S. Teacher employment, compensation and dismissal act

Rationale: Because KQA employs its own at-will staff, these statutes are irrelevant.

Replacement Plan: The KQA governing board will be solely responsible for determining staff selection, assignment and compensation

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the Weld RE-5J, or through June 30, 2035.

How the Impact of the Waivers Will be Evaluated: The WELD RE-5J will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: The KQA governing board will be responsible for implementing the educational program design as detailed in the charter school application. This includes all staff matters.