

RESOLUTION

Conditionally Approving a Charter to Doral Academy of Colorado

WHEREAS, on August 14, 2015, the Administration of Jefferson County School District No. R-1 received a charter school application from Doral Academy of Colorado; and

WHEREAS, applying the Rubric for Review of a Standard Charter School Application (“Rubric”) approved by the Colorado Department of Education (“CDE”), the charter school application has been reviewed by District administrators with expertise in each of the designated Rubric categories, by the District’s Accountability Committee Charter School Review Committee (also known as the Accountability Committee), and by members of the Superintendent’s Cabinet. Comments from the reviewers were provided to the Board of Education (attached hereto as Exhibits A-C); and

WHEREAS, the District’s Accountability Committee and the Board have reviewed the charter school application in accordance with the requirements of C.R.S. §§ 22-30.5-107(1) & (1.5); and

WHEREAS, the Board scheduled a public meeting on October 2, 2015, in accordance with the requirements of C.R.S. § 22-30.5-107(2), at which representatives of Doral Academy of Colorado made a presentation to and received questions from the Board; and

WHEREAS, the Charter Schools Act requires the Board to rule by resolution on the charter school application within 90 days after its receipt; and

WHEREAS, the Board has considered the charter school application; additional information provided by Doral Academy of Colorado at the public meeting and subsequent to the public meeting; the Charter Schools Act; District policies and regulations; and the comments provided by those involved in reviewing the application and applying the Rubric.

NOW, THEREFORE, BE IT RESOLVED by the Board that the charter school application is approved for Doral Academy of Colorado to begin operations in the fall of 2016 for the 2016-2017 school year for a term of four (4) years, subject to and pending satisfaction of the following terms and conditions, as well as all other terms and conditions as may be required by law:

1. That a contract acceptable to the Board and Doral Academy of Colorado be negotiated and executed no later than ninety days after the effective date of this Resolution, unless the Board and Doral Academy of Colorado jointly waive the timeline pursuant to C.R.S. §22-30.5-106(2). Such contract shall contain a mutual agreement in regard to the Academy’s requests for non-automatic waivers from State Statutes or District policies. Such contract shall also contain, among other things, a requirement that no agreements with Academica or any of their affiliates permit for violations of the law and/or unethical business practices, including conflicts of interest for financial gain and transactions that are not in the best interest of the school. This conditional grant does not constitute approval or acceptance by the Board of any separate element or provision of the application pending approval of a mutually acceptable contract.

FIRST ADDENDUM TO SUPERINTENDENT CONTRACT

Results for Performance-Based Salary Payment to Superintendent for the 2014-2015 Contract Year

This First Addendum to the Superintendent Contract is made and entered into effective as of November 5, 2015 by and between the Board of Education ("Board") of Jefferson County School District No. R-1 ("District") and Daniel McMinimee ("Superintendent").

WHEREAS, the Board and the Superintendent entered into a Superintendent Contract dated June 9, 2014 ("Contract"); and

WHEREAS, pursuant to Section 3B of the Contract, in addition to annual base salary, the Superintendent has the opportunity to earn performance-based salary payments of up to \$40,000.00 for meeting or exceeding goals and objectives jointly developed by the Superintendent and the Board on an annual basis; and

WHEREAS, at a public Board meeting on December 11, 2014, the Board and the Superintendent jointly developed and approved a plan containing goals and objectives for Superintendent's performance-based salary payments for the 2014-2015 contract year; and

WHEREAS, at a special meeting on October 15, 2015, the Board and the Superintendent met to determine whether the Superintendent met or exceeded such goals for the 2014-2015 school year; and

WHEREAS, at the meeting, the Board determined that the Superintendent met or exceeded a number of the jointly developed goals and objectives; and

WHEREAS, the Board and the Superintendent desire to amend the Contract to reflect the specific performance-based payments that the Superintendent shall receive for the 2014-2015 school year; and

WHEREAS, the Board and the Superintendent acknowledge and agree that the Superintendent's performance on the jointly developed goals and objectives may be a component of, but is not a substitute for, the Superintendent's annual performance evaluation set forth in Section 8 of the Contract.

NOW, THEREFORE, in consideration of the foregoing recitals, which are incorporated herein, and their mutual promises, the Board and the Superintendent agree that the Superintendent shall receive performance-based salary payments for the 2014-2015 school year as follows:

Ends 1--Every student will master Colorado Content Standards at grade level. Evaluation of meeting/exceeding the targets will be contingent on CDE's ability to correlate from TCAP to CMAS.

Goal: The percentage of proficient/advanced third grade students in reading on TCAP will increase from 80% to 85% by August of 2015.

Current State: August 2014 TCAP result: 79%

Highly Effective	Effective	Partially Effective	Ineffective
Exceed goal \$5000.00	Meet goal \$3500.00	= current state \$0	< current state \$0

Results: Data not available. Partially Effective
Compensation: \$0

Goal: The percentage of proficient/advanced fourth grade students in math on TCAP will increase from 77% to 80% by August 2015.

Current State: August 2014 TCAP result: 79%

Highly Effective	Effective	Partially Effective	Ineffective
Exceed goal \$5000.00	Meet goal \$3500.00	= current state \$0	< current state \$0

Results: Data not available. Partially Effective
Compensation: \$0

Ends 2--Every student will achieve one year's growth, or more as needed to catch up, in each year of school and be ready for the next level. Evaluation of meeting/exceeding the targets will be contingent on CDE's ability to correlate from TCAP to CMAS.

Goal: The percentage of third graders scoring in the unsatisfactory category on third grade reading TCAP will decrease by 1 percentage point each year in 2014 and 2015.

Current State: August 2013 TCAP Baseline: 6%; August 2014 TCAP Result: 7%

Highly Effective	Effective	Partially Effective	Ineffective
"Significantly" less than current (≤ 3% from current state) \$5000.00	< current state \$3500.00	= current state (7%) \$0	> current state \$0

Results: Data not available. Partially Effective

Compensation: \$0

Goal: The percentage of ALP students who have growth measures over 50 will increase:

In Writing from 54 to 56 August 2014 TCAP Result: 56 MGP
 In Math from 60 to 62 August 2014 TCAP Result: 59 MGP
 In Reading from 57 to 59 August 2014 TCAP Result: 57 MGP

Highly Effective	Effective	Partially Effective	Ineffective
Meet all goals \$5000.00	Meet 2 of 3 goals \$3500.00	= baseline \$0	< baseline \$0

Results: Data not available. Partially Effective
Compensation: \$0

Ends 3--Every student will graduate career and workforce and/or post-secondary ready.

Goal: Every student in grades 8 through 12 will have an Individual Career and Academic Plan (ICAP).

Current State: Every student in Jeffco grades 7-12 is required to perform between 3-7 “milestones” connected to the ICAP process. Data is collected for each school in accordance to all of the milestones. That data is compiled to create a MS completion percentage, a HS completion percentage and an overall district completion percentage.

	2011-12 SY	2012-13 SY	2013-14 SY	2014-15 SY
Middle School	73.37%	91.37%	93.62%	92.31%
High School	68.39%	84.33%	86.93%	92.16%
Overall	70.88%	87.85%	90.275%	92.24%

Highly Effective	Effective	Partially Effective	Ineffective
Significantly greater (\geq 3%) than current state or above 95% on all 3 (MS, HS and overall).	> current state or above 90% on all 3 levels (MS, HS and overall).	= current state on all 3 levels (MS, HS and overall).	< current state.
\$2500.00	\$1500.00	\$0	\$0

Results: Effective
Compensation: \$1,500

Goal: Colorado ACT scores in every High School in every subgroup will meet/exceed the “College Readiness” benchmarks as defined by ACT below. (Source: ACT College Readiness Letter August 26, 2015)

	Goal	2011	2012	2013	2014	2015
English:	18	21.0	20.8	20.9	21.0	21.3
Mathematics:	22	21.5	21.4	21.4	21.3	21.3
Reading:	22	21.7	21.4	21.2	21.6	21.8
Science:	23	21.6	21.7	21.4	21.4	21.7
Composite:		21.6	21.5	21.4	21.4	21.7

Are Your Students Ready for College?

College Course	2014	2015
College English Comp	69%	71%
College Algebra	47%	48%
College Social Science	47%	48%
College Biology	42%	46%
Meeting All 4	30%	32%

Highly Effective	Effective	Partially Effective	Ineffective
Significantly greater (+1.0) than current state in both	> Current state in majority of schools and subgroups	= Current state both school and subgroup performance	< Current state.
\$2500.00	\$1500.00	\$0	\$0

Results: *Effective*

Compensation: \$1,500

Ends 4--Every student will learn in a caring, safe and engaging school environment that maximizes parental involvement and encourages community support.

Goal: Every school will have an updated safety/security plan aligned with Jeffco's Standard Response Protocols.

Results: All schools have completed both aspects of a drill with Jeffco Security and a completed safety checklist during the 2014-15 school year.

Highly Effective	Effective	Partially Effective	Ineffective
100% of schools complete a drill with Jeffco Security; all schools have completed the safety checklist. \$2500.00			Not all schools complete a drill with Jeffco Security; not all schools have completed checklist. \$0

Results: *Highly Effective*

Compensation: \$2,500

Goal: Every school will have a School Accountability Committee (SAC) and every SAC will complete the minimum expectations as defined by district policy and aligned with existing state law.

Results: 100% of schools did not have a SAC.

Highly Effective	Effective	Partially Effective	Ineffective
100% of schools have a SAC and have completed the minimum expectations. \$2500.00			Not 100% of schools have a SAC and have completed the minimum expectations. \$0

Results: *Ineffective*
Compensation: \$0

Goal: The District will have a fully functioning DAC aligned with the expectations stated in existing state law.

Results: Steps have been taken to meet this goal for the 2015-2016 school year.

Highly Effective	Effective	Partially Effective	Ineffective
SPAC has met all expectations defined in state law and membership reflects the Jeffco Schools community. \$2500.00			SPAC has failed to meet all expectations and membership does not reflect the Jeffco Schools community. \$0

Results: *Ineffective*
Compensation: \$0

Human Resource

Goal: Provide leadership to increase inter-rater reliability in the professional practices rubric evaluation system in the classified, certified and administrative evaluations.

Results: Steps have been taken to meet this goal for the 2015-2016 school year.

Highly Effective	Effective	Partially Effective	Ineffective
Significant Improvement \$2500.00	Improvement \$1500	= current State \$0	< current State \$0

Results: *Effective*
Compensation: \$1,500

School Effectiveness:

Goal: Provide leadership to develop and implement a new Charter School Application process.

Results: The charter school application process has been revised with the addition of an achievement director ; revised charter contract, revising best practices through review with the charter application process committee .

Highly Effective	Effective	Partially Effective	Ineffective
By May 2015, implement a revised process for attracting and supporting high quality charter school applications resulting in a higher number of applications submitted.	By August 2015, implement a revised process for attracting and supporting high quality charter school applications resulting in a higher number of applications submitted.	By May 2015, implement a revised process for attracting and supporting high quality charter school applications.	Continuation of the current charter application process for the 2015-16 school year.
\$2500.00	\$1500.00	\$0	\$0

Results: *Partially Effective*
Compensation: \$0

Goal: Provide leadership to develop and implement structures to support growth in the number of schools implementing innovative programs to support student achievement.

Results: Alameda and Jefferson Area Plans have been implemented for 2015-16 school year. A committee has been formed to identify an Innovative Schools grant process

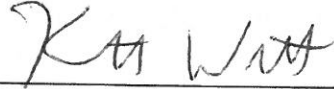
Highly Effective	Effective	Partially Effective	Ineffective
At least two articulation areas have attempted to implement innovative plans to support student achievement.	At least one articulation area has attempted to implement innovative plans to support student achievement.	Individual schools are attempting to implement innovative plans to support student achievement.	No efforts have been made by school leaders to implement innovative plans to address student achievement.
\$2500.00	\$1500.00	\$0	\$0

Results: *Highly Effective*

Compensation: \$2,500

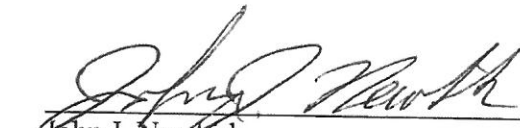
TOTAL PERFORMANCE BASED COMPENSATION: \$9,500

JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1

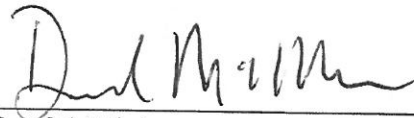


Ken Witt
President, Board of Education

Attest:



John J. Newkirk
Secretary



Dan McMinimee
Superintendent of Schools