

CHARTER SCHOOL CONTRACT AMENDMENT No. 1 to the MOUNTAIN VILLAGE MONTESSORI CHARTER SCHOOL – CHARTER SCHOOL INSTITUTE CONTRACT DATED JULY 24, 2015

1. PARTIES

THIS CONTRACT AMENDMENT NUMBER 1 ("Amendment") to the Mountain Village Montessori Charter School -Colorado Charter School Institute Contract dated July 24, 2015 ("Original Contract") is made this 9th day of February, and is entered into by and between the Board of the Colorado Charter School Institute (hereinafter called "Institute"), and Mountain Village Montessori Charter School (hereinafter called "School.")

2. FACTUAL RECITALS

The Parties entered into the Original Contract on July 24, 2015, in order for the School to become an Institute Charter School in Colorado. Said Original Contract remains in full force and effect in all its provisions, except as modified herein, through June 30, 2019.

3. CONSIDERATION

Consideration for this Amendment consists of the payments to be made hereunder and the obligations, promises, and agreements herein set forth.

4. LIMITS OF EFFECT

This Amendment is incorporated by reference into the Original Contract, and all prior amendments thereto, if any, remain in full force and effect, except as specifically modified herein.

5. MODIFICATIONS TO ORIGINAL CONTRACT

The Original Contract is modified as follows:

Exhibit C: Requested Waivers

Automatic Waivers-State Waivers granted to all Colorado charter schools

State Statute Citation	Description
22-32-109(1)(b), C.R.S.	Local board duties concerning competitive bidding
22-32-109(1)(f), C.R.S.	Local board duties concerning selection of staff and pay
22-32-109(1)(n)(II)(A), C.R.S.	Determine teacher pupil contact hours
22-32-109(1)(t), C.R.S.	Determine educational program and prescribe textbooks
22-32-110(1)(h), C.R.S.	Local board powers-Terminate employment of personnel
22-32-110(1)(i), C.R.S.	Local board powers-Reimburse employees for expenses
22-32-110(1)(j), C.R.S.	Local board powers-Procure life, health, or accident insurance
22-32-110(1)(k), C.R.S.	Local board powers-Policies relating the in-service training and official conduct
22-32-110(1)(y), C.R.S.	Local board powers-Accepting gifts, donations, and grants
22-32-110(1)(ee), C.R.S.	Local board powers-Employ teachers' aides and other non-certified personnel
22-32-126, C.R.S.	Employment and authority of principals
22-32-104(4), C.R.S.	Compulsory school attendance-Attendance policies and excused absences
22-63-301, C.R.S.	Teacher Employment Act-Grounds for dismissal

22-63-302, C.R.S.	Teacher Employment Act-Procedures for dismissal of teachers
22-63-401, C.R.S.	Teacher Employment Act-Teachers subject to adopted salary schedule
22-63-402, C.R.S.	Teacher Employment Act-Certificate required to pay teachers
22-63-403, C.R.S.	Teacher Employment Act-Describes payment of salaries
22-1-112, C.R.S.	School Year-National Holidays

Non-Automatic Waivers

State Statute Citation	Description
22-2-112(1)(q)(I), C.R.S.	Commissioner duties-Reporting performance evaluation ratings
22-7-1014(2)(a), C.R.S.	Preschool Individualized readiness plans-school readiness-assessments
22-9-106, C.R.S.	Local board duties concerning performance evaluations
22-32-109(1)(n)(I), C.R.S.	Local board duties concerning school calendar
22-63-201, C.R.S.	Teacher Employment Act-Compensation & Dismissal Act-Requirement to hold a certificate
22-63-202, C.R.S.	Teacher Employment Act-Contracts in writing, damage provision
22-63-203, C.R.S.	Teacher Employment Act-Requirements for probationary teacher renewal & non-renewal
22-63-206, C.R.S.	Teacher Employment Act-Transfer of teachers
22-63-204, C.R.S.	Teacher Employment Act-Receiving Moneys from sale of goods
22-32-109(1)(n)(II)(B), C.R.S.	Adopt district calendar

Non-Automatic Waiver Rationale and Replacement Plans

C.R.S. § 22-2-112(1)(q)(I) Commissioner duties-Reporting performance evaluation ratings

This provision requires schools to provide teacher evaluation data in the annual Human Resources data collection.

Rationale for Waiver: MVMCS has already been granted a waiver of § 22-9-106, C.R.S., which enables a charter school to develop and implement its own staff performance evaluations. The charter school will not be required to report its teacher evaluation ratings as part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I).

Replacement Plan: MVMCS has already been granted a waiver of § 22-9-106, C.R.S., which allows the school to use its own evaluation system that staff have been trained on and meet the intent of statute. The school will not be required to report its teacher evaluation data. However teacher performance data will be reviewed by the MVMCS and used to inform hiring practices and professional development.

Financial Impact: MVMCS anticipates that the requested waiver will have no financial impact upon the Charter School Institute.

Evaluating Impact: The impact of this waiver will be measured by the ongoing evaluation of the teaching staff relative to specific duties they will perform. Ultimately, MVMCS expects that overall student achievement will be positively influenced by a staff that is trained and evaluated according to current best practices in Montessori education.

Expected Outcome: The charter school anticipates that the result of this waiver will be a highly trained staff with appropriate skills in Montessori education.

C.R.S. § 22-7-1014(2)(a) Preschool Individualized readiness plans-school readiness assessments

This provision requires schools with a public kindergarten to use a state-approved school readiness assessment.

Rationale for Waiver: In order for Mountain Village Montessori Charter School to function according to its unique needs and design, the Head of School and MVMCS Governing Board must develop and adopt its own assessment of school readiness for kindergarten students.

MVMCS will be responsible for designing and implementing relevant curriculum and assessments that meet or exceed criteria for “determining the instruction and interventions students need to improve their readiness to succeed in school” [C.R.S. 22-7-1014(2)(a)]. Assessment in the domains of physical well-being, motor development, social and emotional development, language and comprehension development, and cognition and general knowledge begin during admission to kindergarten and are continually assessed, and remediated as necessary, throughout the school year. There are multiple checkpoints to monitor achievement and multiple channels of support available throughout the program that meet the spirit and intent of the School Readiness Assessment law. MVMCS will be using Montessori Compass software to both track individual student progress and align curriculum and assessments with Colorado Academic Standards and Common Core State Standards.

The data will be collated into a spreadsheet that lists the student, a score for each assessment, a total score for each category addressed in C.R.S. 22-7-1014(2)(a), and any other pertinent information, such as whether the student has an I.E.P., READ plan, E.L.A. plan, or RtI plan that impacts performance in any category. In cases in which multiple assessments exist within a category, such as Language and Comprehension development, standardized assessment scores will be weighted equally with classroom assessment scores to provide a total score. We will be able to submit this data upon request to the Charter School Institute or other authorized agencies.

Replacement Plan: MVMCS has a Montessori curriculum aligned to the Common Core State Standard through the Montessori Compass software program as outlined in our business plan (CCSP grant application). Additionally, the Colorado Montessori Association (CMA) provides materials and curriculum aligned to Colorado Academic Standards (CAS).

The goal of Montessori education is to guide children while they become their best selves—cognitively, socially, physically, and emotionally. Our comprehensive curriculum addresses:

Physical well-being and motor development:

Parents or guardians are required to provide documentation regarding physical well-being for children enrolling in Kindergarten at MVMCS, including medical history, vision and hearing screening, immunization records, allergies, medications, and motor development. Remediation plans are created whenever children have any history of delays or difficulties in development, severe illness, or trauma; these plans, including any transferable IEPs are in place when the child starts kindergarten.

MVMCS students will participate in a Physical Education (PE) program that will include health, positive body image, body awareness, and contemplative practices. MVMCS will achieve this by incorporating Yoga, locomotor and axial movement skills, cooperative games, teamwork, movement, and athletic skills. Progress is monitored by weekly observation and entered onto teacher checklists and then into Montessori Compass.

Outside of PE, the general Montessori curriculum and activity materials are all designed to help children develop fine-motor and large-motor skills; for instance pouring liquids, cutting fruits or vegetables, drawing, sculpting, crafting, singing, dancing, and sweeping. Even on the playground, teachers or parent volunteers will be assessing students movement for bending, carrying, catching, climbing, crawling, hitting, jumping, kicking, lifting, pushing, rolling, running, sitting, standing, throwing, twisting and walking.

If observational assessments reveal that children are in need of assistance with large or fine motor development, they can be assessed by a physical therapist and receive intervention services. The school creates and implements a plan in cooperation with parents and service providers to ensure student success.

Social-emotional development:

Montessori curriculum is a whole-child approach to education; social and emotional development are weighted equally with cognitive and physical development.

Montessori Compass aligns Montessori curriculum with CAS for social development, critical thinking, problem solving and work habits. Teachers observe children with respect to the grade-appropriate benchmarks and record progress for each child.

The Montessori approach to education emphasizes and nurtures the child's ability to become self-regulating through the philosophy of freedom with responsibility. Children continuously increase and strengthen executive function that helps them pay attention, remember directions, and control their behavior. They are also responsible for planning which lessons they will work on daily. MVMCS will explicitly teach children how to follow rules for safety and how to nurture harmonious relationships, including managing emotions, and problem-solving.

Children who are observed to have any social or emotional concerns beyond those that are intermittent and naturally occurring in normal growth and development will be evaluated through the RTI protocol. Once an intervention plan is created, it is monitored frequently by all parties and adjusted as necessary to meet the child's needs.

Language and comprehension development:

Montessori prepared environment learning activities encompass all areas of language development including reading, writing, listening, and speaking. Montessori curriculum helps children build phonemic awareness, phonological skills, decoding, encoding, vocabulary, comprehension, grammar, and writing.

STAR will be used at the beginning of the school year to establish an annual baseline and used for additional progress monitoring for those students who are not performing at grade level. STAR meets all requirements of the Colorado READ Act for early literacy development and testing. Students who do not meet grade-level benchmarks will be referred to the reading interventionist who will prescribe interventions to be carried out in the classroom.

Additional standardized assessments will be implemented for specific subpopulations as required, such as W-APT to determine English Language Learner (ELL) eligibility and ACCESS for annual ELL student assessment of language skills.

Cognition and general knowledge:

MVMCS math instruction is aligned to the CAS in the following areas: Numbers; decimal system; place value; addition, subtraction, multiplication, division; linear counting; bead stairs, ten boards, teen boards, skip counting by 2, 5, etc.; facts and tables; snake game and strip boards; hierarchies, money, time, and geometry.

MVMCS science and social studies instruction is aligned to the CAS and includes:

Physical science--states of matter, water, light, air, sound, magnetism, friction, heat, weight, electricity.

Zoology--living vs. nonliving, vertebrates, invertebrates, external parts of vertebrates; fish, amphibians, reptiles, birds, and mammals, evolution of man, study of the human body and practicing self care.

Botany--trees, shrubs, flowers, plants, leaves.

Universe--solar system, stars, asteroids, galaxies.

Geology--formation of the Earth, rocks, water, soil, erosion, mountains, valleys, plains, volcanoes, oceans, weather.

History--study of time, cultures, historical time lines.

Geography--globes, landforms (lake, gulf, strait, bay, archipelago), North America, South America, Europe, Asia, Africa, and Oceania and their associated cultures and flags.

For math, science and social studies, children are observed and monitored daily and data on their progress is entered into Montessori Compass. Children who need extra instructional time are able to work with the teacher and classroom assistant in a small group or 1:1 basis.

Outdoor Education:

Language arts, mathematics, science and social studies instruction at MVMCS will be enhanced through an Outdoor Education program contractually provided by Yampatika, which is a non-profit organization serving every K-5 public elementary classroom in Routt County with a place-based Environmental Literacy Program. Teachers will

include observations, formative and summative assessments through Yampatika in the overall progress of each student.

Any student not making adequate growth in any of the above areas is able to work in small groups or one on one with the classroom teachers and/or assistants. One of the great strengths of the Montessori approach is that small group and individual instruction is the norm, not the exception. Therefore, we are able to identify performance discrepancies very early in the instructional process. Data-driven RTI plans are created and documentation attached, including formal assessments, informal assessments, and developmental checklists and recorded in the Montessori Compass system.

If students do not respond to instruction by demonstrating adequate growth, they can be referred to a Physical Therapist, Speech/Language Therapist, Psychologist, Special Education Teacher, Counselor, or other Therapist for further assessment as the team works through the RTI process.

Methods and assessments used are clear, relevant, and have the goal of improving student academic growth, and meet the intent of the quality standards established in State Statute 22-7-1014(2)(a). The only real difference will be how that information is compiled and disseminated.

Financial Impact: MVMCS anticipates that the requested waiver will have no financial impact upon the Charter School Institute.

Evaluating Impact: Since kindergartener school readiness 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 MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: With this waiver, MVMCS will be able to implement its own school readiness assessments that follow the Montessori practices and principles to meet the educational objectives.

C.R.S. § 22-9-106 Local Board of Education—Duties—Performance Evaluation System

This provision requires school districts to adopt written evaluation systems for all licensed personnel and outlines the requirements for such evaluation system.

Rationale for Waiver: In order for Mountain Village Montessori Charter School to function according to its unique needs and design, the Head of School and MVMCS Governing Board must develop and adopt its own system of evaluation.

Replacement Plan: MVMCS will be responsible for designing and implementing a personnel evaluation system, rather than the Charter School Institute. A description of the personnel evaluation system that will be used at MVMCS is in Appendix L2 contains the Colorado Department of Education Teacher Evaluation which MVMCS will use until a MVMCS-specific rubric is created. Appendix L3 contains the Mountain Village Montessori Head of School Evaluation Rubric.

Financial Impact: MVMCS anticipates that the requested waiver will have no financial impact upon the Charter School Institute.

Evaluating Impact: 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 MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: With this waiver, MVMCS will be able to implement its program and evaluate its teachers in accordance with its own evaluation system, which will be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

C.R.S. § 22-32-109 (l) (n) (I) Boards of Education—Specific Duties—Length of Academic Session

This provision grants the local board of education authority to determine the length of time during which the schools of the district must be in session during the following school year.

Rationale for Waiver: The Charter School Institute Board has granted to MVMCS Governing Board the authority to determine the length of time during which the school will be in session.

Replacement Plan: MVMCS will be responsible for establishing a school calendar that complies with the statutory minimum requirements for planned teacher-pupil instruction and teacher-pupil contact during the school year.

Duration of the Waiver: MVMCS requests that the waiver be for the duration of its contract with the Charter School Institute Board. Therefore, the waiver is requested for three academic operating years, through June 30, 2019.

Financial Impact: MVMCS anticipates that the requested waiver will have no financial impact upon the Charter School Institute. The school must operate within its budget and the costs of the school's calendar have been included in that budget.

Evaluating Impact: The impact of the waivers will be measured by the same performance criteria and assessments that apply to MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: MVMCS expects that as a result of this waiver it will be able to implement its curriculum and schedule in a manner that ensures students meet the educational standards of the school.

C.R.S. § 22-32-109(1)(n)(II)(B) Adopt district calendar

This provision grants the local board of education authority to determine a district calendar.

Rationale for Waiver: MVMCS will prescribe the details of its own school calendar in order to best meet the needs of students, teachers and parents. The MVMCS school calendar will not necessarily align with any public school districts or local private schools.

Replacement Plan: MVMCS will be responsible for designing and implementing a school calendar and daily schedule. MVMCS school calendar and daily schedule will meet or exceed the expectations of the state statute.

Financial Impact: MVMCS anticipates that the requested waiver will have no financial impact upon the Charter School Institute.

Evaluating Impact: The impact of this waiver will be measured by the same performance criteria and assessments that apply to MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: With this waiver, MVMCS will be able to implement its program, school calendar and daily schedule, which will be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

C.R.S. § 22-63-201 Employment –License Required

This provision prohibits the board from entering into an employment contract with a person who does not hold a teacher's certificate or letter of authorization.

Rationale: MVMCS will be responsible for its own personnel matters, including selecting the hiring criteria for and employing its own staff. The success of this school will depend in large part upon its ability to select and employ its own staff in accordance with this Charter School Agreement and the mission, vision, goals and objectives of the school.

Replacement Plan: MVMCS will hire Highly Qualified staff, as required by federal law, who may or may not possess current Colorado teaching licenses.

Financial Impact: MVMCS anticipates that the requested waivers will have no financial impact upon the Charter School Institute. The school must operate within its budget and the cost of employing staff has been included in that budget.

Evaluating Impact: The impact of the waivers will be measured by the same performance criteria and assessments that apply to MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: As a result of this waiver, MVMCS will select and employ teachers and staff, in accordance with the terms and conditions set by the Charter School Agreement.

C.R.S. § 22-63-202 Employment Contracts—Duration

This provision prescribes specific elements of the annual term or non-probationary teacher contracts used by districts.

Rationale: MVMCS will be responsible for its own personnel matters, including selecting, hiring, and terminating its own staff. The success of this school will depend in large part upon its ability to employ its own staff in accordance with this Charter School Agreement and the mission, vision, goals and objectives of the school.

Replacement Plan: MVMCS will use its own form of employment agreement or contract, reflecting “at will” employment practices.

Financial Impact: MVMCS anticipates that the requested waivers will have no financial impact upon the Charter School Institute. The school must operate within its budget and the cost of employing staff has been included in that budget.

Evaluating Impact: The impact of the waivers will be measured by the same performance criteria and assessments that apply to MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: As a result of this waiver, MVMCS will select and employ teachers and staff, in accordance with the terms and conditions set by the Charter School Agreement.

C.R.S. § 22-63-203 Probationary Teachers—Renewal and Non-renewal of Employment Contract

This provision provides for contract with probationary teachers and allows for non-renewal and renewal of employment contracts.

Rationale: MVMCS will be responsible for its own personnel matters, including selecting, hiring, and terminating its own staff. The success of this school will depend in large part upon its ability to employ its own staff in accordance with this Charter School Agreement and the mission, vision, goals and objectives of the school.

Replacement Plan: MVMCS will use its own form of employment agreement or contract, reflecting “at will” employment practices, rather than annual term contracts.

Financial Impact: MVMCS anticipates that the requested waivers will have no financial impact upon the Charter School Institute. The school must operate within its budget and the cost of employing staff has been included in that budget.

Evaluating Impact: The impact of the waivers will be measured by the same performance criteria and assessments that apply to MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: As a result of this waiver, MVMCS will select and employ teachers and staff, in accordance with the terms and conditions set by the Charter School Agreement.

C.R.S. § 22-63-204 Teacher Employment, Compensation and Dismissal Act—Receiving moneys from the sale of goods

This provision provides makes it unlawful for any teacher to receive any part or portion of moneys from the sale of goods except with the written consent of the employing board.

Rationale: MVMCS is a unique school program serving Routt County students and relying on public funding. It is essential that MVMCS be granted flexibility to raise money through grants and fundraising and to spend funds raised or granted to accomplish the educational objectives. MVMCS staff needs to be allowed to accept pay for sale of goods to accomplish the MVMCS educational objectives.

Replacement Plan: MVMCS Board of Directors will establish a policy for teachers receiving gifts, donations and grants and documenting expenditures and educational outcomes.

Financial Impact: MVMCS anticipates that the requested waivers will have no financial impact on the Charter School Institute or MVMCS.

Evaluating Impact: The impact of the waivers will be measured by the same performance criteria and assessments that apply to MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: MVMCS expects that as a result of this waiver it will have flexibility with fundraising activities that will allow the school to be able to act more quickly to expend funds while maintaining accountability. Consistent with the terms of this Charter School Agreement and the Colorado Charter School Law, MVMCS will provide the opportunity for teachers to participate in a wide variety of fundraising.

C.R.S. § 22-63-206 Teacher Employment, Compensation and Dismissal Act—Transfer of Teachers

This provision permits transfer of teachers between schools upon recommendation of district's chief administrative officer.

Rationale: MVMCS is granted the authority under the Charter School Agreement to select its own teachers. The Charter School Institute should not have the authority to transfer its teachers into MVMCS or transfer teachers from MVMCS to district schools, except as provided for in the Charter School Agreement.

Replacement Plan: MVMCS will hire teachers on a best-qualified basis. Teachers who wish to transfer from MVMCS may follow district procedures.

Financial Impact: MVMCS anticipates that the requested waivers will have no financial impact on the Charter School Institute or MVMCS.

Evaluating Impact: The impact of the waivers will be measured by the same performance criteria and assessments that apply to MVMCS, as set forth in this Charter School Agreement.

Expected Outcome: MVMCS expects that as a result of this waiver it will be able to manage its own personnel affairs. Consistent with the terms of this Charter School Agreement and the Colorado Charter School Law, MVMCS will provide the opportunity for teachers to transfer into the district if they so choose.

Exhibit E: Enrollment Procedures

Mountain Village Montessori Charter School welcomes all students and strives to create and maintain a diverse student population. MVMCS does not discriminate against applicants or their families on the basis of: race, color, religion, sex, national origin, disability, genetic information, sexual orientation, gender identity, parent's marital status or political affiliation, or any other protected status. This enrollment policy is designed to meet the requirements of C.R.S. § 22-30.5-104 (3) and federal guidelines, ensuring access to the school for all, from academically low-achieving students to exceptional students, and including students with special needs.

Enrollment Timeline