

The Bruce Randolph School Professional Autonomy Agreement

The vision of Bruce Randolph School is to create a collaborative, consistent, healthy learning environment where students in grades 6-12 are challenged and empowered to be lifelong learners and productive citizens in a global community. The academic goal is simple: to exceed the state average of achievement on the state tests each spring. All students who enter will graduate and be ready to enter college, other post-secondary institutions or the workforce.

The principal, faculty and staff at Bruce Randolph School know that a quality education depends, first and foremost, on the day-to-day efforts of the people who work at our school – from our support staff, who make sure the school is an inviting and secure place to learn, to the teachers and aides, who work directly to ensure the students learn, to the principal and assistant principal, who provide the leadership and supports needed for all staff to do their jobs well. Their collective effort is key to the successful education of our students.

Autonomous School

Denver Public Schools (DPS) and the Denver Classroom Teachers Association (DCTA) recognize Bruce Randolph School as an autonomous school. Bruce Randolph School will have control of its budget, staff, time and incentives. Bruce Randolph will adhere to the Denver Plan and be accountable for doing its part so Denver can lead the nation's cities in student achievement, high school graduation, college and career preparation, and college matriculation.

Nature of this Agreement

This agreement establishes the basis for a continuous working partnership among the faculty and staff at Bruce Randolph School, Denver Public Schools and the Denver Classroom Teachers Association pursuant to the core principles of operating a great school. It is a living agreement that may be modified by mutual consent of school staff and governing boards at any time if necessary for the educational mission of the school and to further student achievement. All Denver Public Schools policies and procedures that impede the implementation of this agreement are hereby waived. Upon agreement with this contract, and periodically thereafter as a part of the school improvement planning process, the district and the principal at Bruce Randolph School will agree upon a list of all district policies to be waived. In addition, all terms and conditions in the DPS/DCTA Agreement not set forth explicitly in this Agreement are hereby waived.

Principal Leadership

The principal of Bruce Randolph School reports directly to the Superintendent. The principal's responsibilities are to the students and faculty of Bruce Randolph School. In order to be a true instructional leader, the principal, with the advice of the School Leadership Team, must be able to make full use of time, money and resources to meet the requirements of this agreement.

Participatory Leadership

All faculty members at Bruce Randolph School will work with strong instructional leaders to share decision-making responsibility to provide professional leadership and expertise needed to ensure high student achievement. Although the principal will always remain accountable as the final decision-maker at Bruce Randolph School, there is a commitment to participatory leadership in all aspects of school operations, especially instruction. This commitment includes a strategic, deliberate induction plan in the event of leadership turnover.

Bruce Randolph Leadership Team

The principal will continue to lead an instructional leadership team which includes the assistant principal, facilitators, the DCTA representative, a student advisor, and rotating staff members. The leadership team will be responsible for establishing the conditions for student learning at the school, including the following:

- Identifying student academic needs, based on all available student performance data
- Setting academic goals and priorities, based on student academic needs
- Monitoring and managing consistent delivery of high quality curriculum to every student
- Providing instructional support to all teachers
- Building the master calendar and the student schedule
- Establishing assignments, job responsibilities and work loads for all staff and faculty members based on the needs of students
- Making decisions about ongoing professional development
- Identifying creative solutions to problems faced in the operation of the school
- Revising the Challenge 2010 Plan, the Strategic Plan and the School Improvement Plan as needed based on student performance data.

Collaborative School Committee

Bruce Randolph School will continue using a Collaborative School Committee (CSC) as an oversight committee. The CSC is made up of community members, parents, school personnel and students and will operate under the terms of the CSC By-Laws. Responsibilities of the CSC include:

- Monitoring progress toward academic goals in the Challenge 2010 Plan, the Strategic Plan and the School Improvement Plan
- Reviewing the principal's plan for pay for performance and extra duty compensation if these rates of pay exceed those established in the DPS/DCTA Master Agreement and the ProComp Agreement
- Establishing community and parent involvement activities
- Monitoring the school budget

Professional Learning Community

The principal, faculty and staff at Bruce Randolph School will collaborate to promote the

professional growth of all staff members, including programs for peer assistance and ongoing professional development for all staff. The professional growth system will incorporate practices vital to improve the achievement of all students at Bruce Randolph and ensure teachers the professional latitude necessary to enact the mission of Bruce Randolph School and the Denver Plan.

Positive Work Environment

A supportive working environment for staff is integral to providing a positive learning environment for students. The parties will establish a mission-driven school culture that is focused on student achievement and an environment that rewards and celebrates excellence and accomplishment.

Hours of Work

The School Leadership Team will collaborate with the faculty and staff at Bruce Randolph School to establish a calendar and schedule focused on improving student achievement. The School Leadership Team will make hours of employment clear to all employees, and make adjustments only with their participation.

Assignment of Staff

To create and maintain a great school, Bruce Randolph School will assemble a faculty and staff who will work together to improve achievement for every student. We intend this committed workforce to remain stable over time.

The principal at Bruce Randolph School, in consultation with the School Leadership Team, will prepare job descriptions for all staff and faculty assignments at the school. The principal may use standard District job descriptions, but is in no way limited to them.

The principal at Bruce Randolph School, in consultation with the personnel committee, will select all school staff and faculty as soon as possible after a vacant assignment is determined. Unless there are extenuating circumstances, all faculty and staff will meet minimum district requirements. In cases where a faculty or staff member does not meet district requirements, the employee must complete a plan to become qualified in no more than a year.

Assignments at Bruce Randolph School are annual. Year-to-year staffing decisions will be made in time for departing staff to participate in the DPS teacher staffing cycle.

Under extraordinary circumstances, and with just cause, the principal may discharge an employee during the school year.

In the event of a Reduction in Building Staff (RIBS), procedures outlined in the DPS/DCTA Master Agreement will be followed.

Compensation

Staff at Bruce Randolph will receive professional compensation that reflects their commitment to the school and their success at improving student learning. This compensation and benefits package will have, as its foundation, the salary systems established in the DPS/DCTA Master Agreement and the ProComp Agreement. The principal will have the discretion to exceed these minimum salary expectations according to a bonus structure developed by the principal and Collaborative School Committee.

All full time employees at Bruce Randolph School will participate in the Denver Public Schools Retirement System (DPSRS). Should any staff or faculty member transfer from Bruce Randolph School to another DPS assignment, all pension benefits will be portable and there shall be no loss of benefit. Following the rules of the DPSRS, part time employees and temporary staff will not participate in the retirement system.

Leave

All employees at Bruce Randolph School will receive the same long leave entitlements granted under district policy. Annually, all employees at Bruce Randolph School will receive 14 days of short leave to be used for any purpose. Notification procedures for sick leave and personal leave are outlined in the Faculty Handbook. Unused leave days accrue according to district rules. The district and the school may provide additional leave days for the purpose of professional development or instructional development.

Budget

Bruce Randolph School will receive an annual budget allocation based on the number of students enrolled on October 1. The District and the principal will agree on the terms for the budget allocation annually in the spring.

The principal in consultation with the Collaborative School Committee (CSC) will create a school budget dedicated to improving the student achievement of all students at Bruce Randolph School. Bruce Randolph School will be able to purchase administrative services, such as transportation, food services, student services and substitute teachers, from Denver Public Schools, who will make a pricelist available to school leadership, or from other providers.

Management Evaluation

The principal, faculty and staff will engage in ongoing collaborative evaluation of the performance of the school, the School Leadership Team and the principal. This evaluation will include an annual formal review focused on accountability for student achievement, (overall student performance, student achievement growth and, where appropriate, graduation and college going rates).

Teacher Evaluation

The principal will evaluate teachers at Bruce Randolph School in accordance with State Statute.

Employee Handbooks

General practices and procedures applicable to the school, and articulated in the Challenge 2010 Plan, School Improvement Plan, Strategic Plan, are incorporated into this agreement, and will be modified when necessary to be consistent with this agreement. Consistent with the mission of the school, ongoing development of the employee handbooks will be collaborative, incorporating the voices of school leadership and staff as well as parents.

Dispute Resolution

The principal, faculty and staff at Bruce Randolph School are committed to solving problems in good faith and at the lowest possible level. Therefore, if faculty or staff member(s) believe that the terms of this agreement have been violated, they are expected to raise this matter with the principal and DCTA representative who will collaborate to resolve the dispute. They may request advice from the District or the Association.

Management Rights and Responsibilities

The District, in collaboration with the faculty, retains the right and the responsibility to appoint a principal. The District will hold the school accountable in a manner consistent with the Denver Plan.

Denver Classroom Teachers Association Rights and Responsibilities

The DCTA retains the right to contact and confer with members in the school in executing this agreement.

All teaching employees covered by this Agreement shall have the choice to become members of the DCTA. The District agrees to deduct dues, assessments, and any other contribution towards a union program or fund, from all employees who have given written authorization, as specified by the DPS/DCTA Master Agreement. The District shall transfer all funds collected to the DCTA in accordance with the DPS/DCTA Master Agreement.

Duration and Renegotiation of Agreement

The DCTA and District will collaborate to ensure that the students in Bruce Randolph School succeed.

This agreement will remain in full force and effect unless rescinded by the Denver Public Schools Board of Education and the Denver Classroom Teachers Association Board of Directors based on the overall performance of Bruce Randolph School determined using the district's

School Performance Framework or based on the recommendation of 50% +1 of the Bruce Randolph School faculty.

Signatories

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Denver Public Schools Board of Education

Kim Ursetta
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Michael Bennet
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