



September 22, 2021

Board of Education Douglas County School District
620 Wilcox Street Castle Rock, CO 80104

Dear Board of Education Members,

Leman Classical School (LCS or Leman Academy) hereby requests a waiver of Douglas County School District Board Policy ADB Educational Equity per section 5.5(b)(iii) of our charter agreement: "The school may request additional waivers...Upon receipt of such request, the District shall have 30 calendar days to review the request and, thereafter, shall present the matter before the Board at its next regular meeting. The Board shall, unless otherwise agreed by the parties, have 30 calendar days to consider the matter prior to rendering a decision at a regular meeting...Waiver of District policies shall not be unreasonably withheld."

Leman Academy makes this request in an effort to ensure a common understanding of Leman Academy's view of and goals for every individual Leman Academy student. Leman Academy staff and parents will benefit from clarity. As set out in the attached replacement policy, Leman Academy re-asserts the dignity of each individual child, consistent with its mission and long-standing policies and practices. Leman Academy further sets out, among other things, its goal to ensure that each student can equally access all that Leman Academy has to offer, to include access to social, emotional, and academic growth, the dignity of high expectations, and the powerful realization that individual identity can be, and often is, complex.

Additionally, Leman Academy sets out its celebration of diversity and focus on our common humanity. In doing so, Leman Academy strives to ensure that every child has equal access to opportunities and the resources they need to meet their individual potential to the best of their abilities, ambition and effort. While we believe that the spirit of ADB may be encompassed within Leman Academy's replacement policy, we want to ensure that there is no confusion in how ADB will be adhered to.

Thank you for your consideration.

Victoria Hostin, Board President
Jason Edwards, Principal
Tel: 720-767-1600
19560 Stroh Rd.
Parker, Colorado 80134



Purpose

Leman Academy strives to ensure that every child has equal access to opportunities and the resources they need to meet their individual potential to the best of their abilities, ambition and effort, consistent with the principles below, the school's mission, and long-standing policies and procedures.

The Dignity of Every Child

Leman Academy is committed to upholding the dignity of every child in our care. Each one of our children is unique, special, and deserving of respect, love, and a school environment that promotes kindness, belonging and empathy.

Leman Academy respects each child's experiences outside of Leman Academy. For some children, their core experiences may derive from some or many "Identity" characteristics as they are currently defined. For other children, their core experiences may live outside of these and/or do not fit so easily within stereotypical Identity experiences. Leman Academy acknowledges this powerful complexity.

High Expectations

Leman Academy has high expectations for all of our children, regardless of their immutable characteristics. Every child will be treated as an individual with strengths and areas for growth both academically and social-emotionally. Consistent with the mission, Leman Academy will challenge every student where they are in order to maximize growth and to ensure equal access to opportunities. Leman Academy has not and will not, explicitly or implicitly, automatically tie an individual child's strengths or gaps to their group identit(ies). Irrespective of the underlying intent, doing so has proven and will continue to prove devastating to children and to Leman society.

Diversity

Leman Academy greatly values diversity of ethnicity, race, culture, life experiences, and point of view. Leman Academy's classical curriculum includes the history and experiences of racial and ethnic minorities as well as their contributions to the story of America. Leman Academy's programming also recognizes the terrible reality that racism and bigotry has existed and does exist.

This can take the form of a law or practice aimed at groups of people, such as race-based slavery or segregation. Racism and bigotry can also live, for example, in the low expectations that destroy possibilities for individual achievement and exceptionalism. In partnership with our parents, Leman Academy helps students to understand that racism and bigotry have no place in our society or world. Leman Academy's curriculum also recognizes that all of our children live in a dynamic nation and world that present unprecedented amounts of social, economic, and political opportunities. Each one of our children deserves the opportunity to access the foundational knowledge, skills, and growth to not only thrive in this reality, but to perpetuate and shape it for themselves and generations to come.



Common Humanity

Healthy personal and professional relationships demand that our children recognize the diversity of others along with the abundant commonalities that we all share as human beings, Lemans, and participants in a connected world. Leman Academy primary focus is on what brings us together as humans, rather than that which divides us.

Resources

Leman Academy recognizes that ensuring equal access to opportunity means that resources are allocated based on the needs of each individual child, rather than divided equally regardless of need.

The Role of the Individual

Leman Academy recognizes and teaches that access to opportunities is only part of the equation. Hard work is required by each individual in order to take advantage of opportunities. As part of high expectations, Leman Academy teaches that ambition and effort are required to capitalize on opportunities.

Leman Academy equips students with strategies and organizational skills to be successful, but it is the individual that must apply motivation and effort. Leman Academy rejects any framework, policy, or procedure that contradicts the principles above, it's mission statement, and long-standing policies and practices. The school Principal is hereby tasked with upholding the principles above.

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