

#### **EL 4 Planning Succession**

The Superintendent shall not permit planning that allocates resources in a way that risks fiscal jeopardy or that is not aligned with achievement of the Board's Ends.

Accordingly, the Superintendent shall not:

1. Operate without a succession plans, to facilitate smooth operations during key personnel transitions in the event the Superintendent is unable to perform his/her duties and ensure competent operation of the organization over the long term.
  - 1.1. Operate with fewer than two (2) other executive staff members who are familiar with Board and Superintendent issues and processes and are capable of assuming Superintendent responsibilities on an interim basis.
    - ~~1.1.1. Have Designees serving the District in a position other than at an executive director level position or higher during the period of time when designated to serve for purposes of emergency superintendent succession.~~
2. Operate without written policies that are consistent with law and Board governance policy.
  - 2.1. Neglect to communicate to the Board when there is a need to draft or revise District policy that falls under the Board's authority, suggest new policy language or revisions, or address District policies that are inconsistent with current law or Board governance policy.
3. ~~Manage the programs of the District permitting Permit~~ school environments to be ~~negative, unsafe,~~ not conducive to the learning process, and impacted by unnecessary disruption through the implementation of District policies and compliance with state and federal law.
  - 3.1. Operate without a comprehensive written student conduct and discipline code, which afford students, parents, and school personnel due process and clear procedures with regard to student conduct and discipline issues.
    - ~~3.1.1. Neglect to consult with representative groups of teachers, administrators, students, and the community, as appropriate, in developing the code.~~
  - 3.2. Operate with a written student conduct and discipline code that is inaccessible to students without a state approved safety plan.
  - 3.3. ~~Enforce the student conduct and discipline code and related Board governance and District policies inequitably, unfairly, and inconsistently.~~
    - ~~3.3.1. Leave students at risk for suspension or expulsion unidentified and without the necessary support services to help them avoid expulsion.~~
      - ~~3.3.1.1. Use the process of identification of students at risk for suspension or expulsion as a defense in suspension or expulsion proceedings.~~

**Commented [KW1]:** Move 2 and 2.1 to EL5-Communication and Support to the Board

**Commented [KW2]:** Move 3, 3.1, 3.2 to EL2-Treatment of Students... or EL 3-Treatment of Staff & Volunteers (consider combining EL2 & EL3)

~~3.4.3.3. Establish procedures for the use of physical intervention for student interrogations, searches, and arrests that do not conform to state and federal law.~~

Commented [KW3]: 3.4, 3.7, 3.8 - Consider removal or add to EL2& EL3

~~3.5. Permit the organization to be without a written policy setting forth the District's attendance requirements in accordance with law.~~

~~3.6. Permit the organization to be without procedures which afford students, parents, and school personnel due process and clear procedures with regard to student conduct and discipline issues.~~

Commented [KW4]: Added to 3.1

~~3.6.1. Upon expelling a student, fail to distribute information to the student's parent/guardian, and the student, as appropriate, concerning the educational alternatives available to the student during the period of expulsion, including the right of parents to request that the District provide services during the expulsion.~~

~~3.6.2. Permit the organization to be without procedures for written appeal to the Board from a decision of the Superintendent to expel or deny admission to a student.~~

~~3.6.3. Establish enrollment/re-enrollment procedures that do not comply with state law that protects victims of previously expelled students.~~

~~3.6.4. Permit teachers/counselors who have direct contact with the expelled student to be without appropriate disciplinary information.~~

~~3.6.5. Neglect to take reasonable steps to discipline, suspend, or expel students when required by law or District policy.~~

~~3.7.3.4. Permit the organization to be without a policy that allows for the removal of disruptive students from the classroom in accordance with law.~~

~~3.8.3.5. Allow District staff to administer discipline of a student with disabilities in a manner inconsistent with the student's IEP or Section 504 plan, or if the disciplinary measure is not authorized by the student's IEP or Section 504 plan, implement it without consultation or input from appropriate special education administrators of the District.~~

4. Permit the Board to be without sufficient information to make fully informed decisions on the approval of instructional materials and textbook programs to be used in the District.

Commented [KW5]: 4 move to EL5-Governance

~~4.1. Make recommendations to the Board regarding instructional materials without obtaining appropriate input from the following groups: teachers who will use the materials, administrators and other staff members who are involved in developing the educational program, and students, parents, guardians, and community members.~~

~~4.2. Make recommendations to the Board regarding textbooks and instructional materials that are not in alignment with Board policies.~~

~~4.3. Neglect to consider the needs of all learners when recommending textbooks and instructional materials.~~

~~4.4. Exclude materials that are consistent with Board Governance Policy ADB, Educational Equity, insofar as possible.~~

~~4.5. Deny the opportunity for inspection of materials or textbooks upon request by a parent/guardian.~~

~~4.6. Neglect to develop and implement appropriate policies governing access to and utilization of electronic means of communication.~~

5. Operate without a documented, multi-year strategy that can be expected to achieve a reasonable interpretation of the Ends.

Commented [KW6]: 5 move to EL5-Governance

~~5.1. Permit planning that does not explain and justify assumptions, and identify relevant environmental factors.~~

~~6. Permit budgeting for any fiscal period or the remaining part of any fiscal period that is not derived from the multi-year plan.~~

~~7.6.~~ Permit financial planning that omits credible projection of revenues and expenses, separation of capital expenditures and operational expenses, cash flow projections, and disclosure of planning assumptions.

~~8. Permit planning that risks incurring any situation or condition described as unacceptable in the "Financial Condition and Activities" policy.~~

~~9.7.~~ Permit financial planning that does not provide the amount determined annually by the Board for the Board's direct use during the year, such as costs of fiscal audit, Board development, Board and committee meetings, Board legal fees, and ownership linkage.

Commented [KW7]: 7,9,10 move to EL11-Financial Administration

~~10.8.~~ Permit planning that endangers the fiscal soundness of future years or ignores the building of organizational capability sufficient to achieve Ends in future years.

~~11.9.~~ Permit the organization to be without sufficient organizational capacity and current information about Superintendent and Board issues and processes for the competent operation of the organization to continue in the event of sudden loss of Superintendent services.

~~11.1. Permit the organization to be without a long-term plan for school renewal.~~

Monitoring Method: Staff Monitoring Report

Monitoring Frequency: Annually (See *Agenda Planning Calendar*, GP-1.5)

**LEGAL REFS.:**

~~C.R.S. 22-32-109 (1)(b) (Board duty to adopt policies necessary and proper for the efficient administration of the District)~~

~~Colo. Const. Art. IX, Sect. 15 (Board has control of instruction within the District)~~

~~C.R.S. 22-32-109 (Board duty to determine educational program and prescribe textbooks)~~

~~C.R.S. 22-32-110 (Board power to exclude immoral or pernicious materials and books)~~

C.R.S. 22-54-105 (budgeting for instructional supplies and materials)

**POLICY REFS.:**

BG, Policy Process

BG-E, Board Retention of Delegation of District Policy

IJ, Textbook and Instructional Materials Selection and Adoption IJA, Selection of Controversial Learning Resources

IJB, Instructional Use of Media Resources IJC, Instructional Resources

IJL, Library Materials Selection and Adoption IJ-R, Adoption Process

IJA-R, Selection of Controversial Learning Resources IJB-R, Instructional Use of Media Resources

Adopted Date/Revision Dates: TBD, 2024

DRAFT FOR INPUT