

**RESOLUTION OF THE BOARD OF EDUCATION**

**OF**

**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

**Addressing American Academy's Request for Waiver from District Policy ADB**

**WHEREAS**, pursuant to C.R.S. § 22-30.5-504, the Board of Education ("Board") of Douglas County School District RE-1 (the "District") is a local board of education with exclusive chartering authority to authorize charter schools within its geographic boundaries in accordance with the Colorado Charter Schools Act, C.R.S. §§ 22-30.5-101 to 120 (the "Act"); and

**WHEREAS**, American Academy (the "Charter School") is an authorized charter school of the District that operates in accordance with the District's policies unless such policies are waived pursuant to the charter contract between the Board and the Charter School (the "Contract"); and

**WHEREAS**, pursuant to the policy waiver provisions of the Contract, the Charter School requests a waiver from District Policy ADB (the "Waiver Request") and approval of a replacement policy (the "Replacement Policy") as set forth in more detail in Exhibit A, attached hereto and incorporated herein; and

**WHEREAS**, District staff recommend that the Board grant the Waiver Request and approve the Replacement Policy;

**WHEREAS**, the Board has considered the Waiver Request and Replacement Policy and the recommendation of District staff, and desires to grant the Waiver Request and approve the Replacement Policy.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Douglas County School District RE-1 as follows:

1. That the Waiver Request is hereby granted, and the Replacement Policy is hereby approved.
2. That further revisions to the Replacement Policy shall be subject to Board approval in accordance with the policy waiver provisions of the Contract.

**APPROVED** this \_\_\_\_ day of December, 2021, by a vote of \_\_\_\_.

AYES:

\_\_\_\_\_  
\_\_\_\_\_

NAYS:

\_\_\_\_\_  
\_\_\_\_\_

**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

By: Michael Peterson

\_\_\_\_\_  
President, Board of Education

Attest:

By: Becky Myers

\_\_\_\_\_  
Secretary, Board of Education

**EXHIBIT A**

**American Academy's Waiver Request and Replacement Plan**



**AMERICAN ACADEMY**  
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September 21, 2021

**Castle Pines Campus**

6971 Mira Vista Lane  
Castle Pines, Colorado 80108

**Motzenbocker Campus**

11155 Motzenbocker Road  
Parker, Colorado 80134

**Lincoln Meadows Campus**

10260 Twenty Mile Road  
Parker, Colorado 80134

[registrar@aaak8.org](mailto:registrar@aaak8.org)

[www.aaak8.org](http://www.aaak8.org)

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

Dear Board of Education Members,

American 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."*

American Academy makes this request in an effort to ensure a common understanding of American Academy's view of and goals for every individual American Academy student. American Academy staff and parents will benefit from clarity.

As set out in the attached replacement policy, American Academy re-asserts the dignity of each individual child, consistent with its mission and long-standing policies and practices. American Academy further sets out, among other things, its goal to ensure that each student can equally access all that American 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, American Academy sets out its celebration of diversity and focus on our common humanity. In doing so, American 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 American 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.

Shaylee Holland

President

American Academy Board of Directors



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## Equal Access to Opportunities Policy

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*Approved by the American Academy Board of Directors on September 21, 2021*

### **Purpose**

American 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**

American 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. American Academy respects each child's experiences outside of American 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. American Academy acknowledges this powerful complexity.

### **High Expectations**

American 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, American Academy will challenge every student where they are in order to maximize growth and to ensure equal access to opportunities.

American 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 American society.

### **Diversity**

American Academy greatly values diversity of ethnicity, race, culture, life experiences, and point of view.

American Academy's Core Knowledge curriculum includes the history and experiences of racial and ethnic minorities as well as their contributions to the story of America. American 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, American Academy helps students to understand that racism and bigotry have no place in our society or world.

American 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, Americans, and participants in a connected world. American Academy primary focus is on what brings us together as humans, rather than that which divides us.

**Resources**

American 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**

American 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, American Academy teaches that ambition and effort are required to capitalize on opportunities. American Academy equips students with strategies and organizational skills to be successful, but it is the individual that must apply motivation and effort.

American Academy rejects any framework, policy, or procedure that contradicts the principles above, it's mission statement, and long-standing policies and practices.

The Executive Director of Schools is hereby tasked with upholding the principles above.

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**POLICY HISTORY**

*Original:* approved by the BOD on September 21, 2021.

