

THE FOLLOWING POLICIES, REGULATIONS AND EXHIBITS WERE ADDRESSED DURING THE 2018/2019 SCHOOL YEAR:

Title	Department Owner	Quarter Addressed	Status What happened?
<p>1. AD, School District Vision, Mission and Strategic Planning</p>	<p>Board of Education</p>	<p>Q4</p>	<p>Policy AD, School District Vision, Mission and Strategic Planning, defines the vision, mission, beliefs, goals and the strategic planning process of Colorado Springs School District 11 (the District). Policy AD was revised as follows:</p> <ol style="list-style-type: none"> 1. A revised mission statement, "We dare to empower the whole student to profoundly impact our world." The word "dare" is a push or a challenge. The "whole student" addresses academics in addition to social/emotional wellness. We know our students are going to make an impact. They are encouraged to be profound in what they do. 2. A revised vision statement, "We are a dynamic, collaborative community of energized educators, engaged students and supportive partners with a passion for continuous learning." We use data to improve practices and decisions, and all of that is about becoming a better District. We are collaborative in our spirit of working together. 3. A revised "Beliefs" section, now called "Values." The list of values is at the core of how our actions are observed. Equitable is not equal. Every school may need something slightly different. We need to be able to differentiate to meet student needs, facility needs, transportation challenges, etcetera. We can't have a one size/fits all approach. Diversity - we need to be culturally responsive. Trust is assessed around competency, reliability and sincerity. 4. Replaced "Goals" with "Mission Impacts" and what we want to see students achieve. 5. A new section called "Strategies" and how we are to accomplish our mission and mission impacts. 6. A new section called "Strategic Delimiters" and what bad habits the District needs to eliminate. 7. A revised "Strategic Planning Process" section. Added statement that the Strategic Plan is designed to execute the overall Mission Impacts of the District.
<p>2. CBIA, Public Inspection of Superintendent's Evaluation</p>	<p>Records Management</p>	<p>Q4</p>	<p>Policy CBIA, Public Inspection of Superintendent's Evaluation, is aligned with state law in declaring that portions of the Superintendent's evaluation are open to public inspection. CBIA was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.</p>

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3. ECAC, Vandalism	Student Support and Engagement	Q4	Policy ECAC, Vandalism , provides definitions and procedures to follow in instances of vandalism. ECAC was revised to include the establishment of no tolerance for vandalism in the District, as well as an added statement denying students who might commit vandalism, the opportunity to participate in special events and sponsored activities
4. EEAFB, Use of School Buses by Community Groups	Transportation	Q4	Policy EEAFB, Use of School Buses by Community Groups , establishes that it is the policy of the Board to make school vehicles available for use by appropriate community groups of five or more individuals, to the extent that such use does not interfere with District purposes. EEAFB was revised as follows: added sentence stating that use by a private enterprise may be considered if the private enterprise provides services for the education, enrichment and development of students. The policy previously stated that use by private enterprises is prohibited. The regulation, EEAFB-R, was revised by changing the number of days required when a group requests such use. The regulation previously stated that the request must be submitted 15 calendar days prior to the use. As revised, the number is 30 days. This gives the Director of Transportation additional time to prepare.
5. EHC, Technology Resources and Internet Safety Responsible Use Policy (and regulations and exhibits)	Learning Resource Services	Q4	Policy EHC, Technology Resources and Internet Safety Responsible Use Policy discusses the use of technology by both staff and students in the District. Previously, the EHC series contained the following: EHC, Technology Resources and Internet Safety Responsible Use Policy EHC-R-1, Usage of Social Media by Colorado Springs School District 11 Students EHC-R-2, Usage of Social Media by Colorado Springs School District 11 Staff EHC-E-1, Appropriate Use of Technology Resources and Internet Safety Responsible Use by Students EHC-E-2, Appropriate Use of Technology Resources and Internet Safety Responsible Use by Staff EHC-E-3, Parent/Guardian Opt-Out Declaration for Usage of Technology and Internet Resources EHC-E-4, Student Electronic Device Letter of Agreement EHC-E-5, D11 Virtual World Guidelines EHC-E-6, Colorado Springs School District 11 Acceptable Use of IT Resources Agreement for Vendors/Community

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			<p>EHC-E-7, Parent/Guardian Opt-Out Declaration for Usage of Technology and Internet Resources EHC-E-8, Annual Student Device Technology Fee for Take-Home Devices</p> <p>EHC was split into a staff policy, regulation and exhibits (the GBEE series) and a student policy, regulation and exhibits (the JS series):</p> <p>GBEE, Technology Resources and Internet Safety Responsible Use for Staff; and JS, Technology Resources and Internet Safety Responsible Use for Students</p> <p>EHC-R-1 and EHC-R-2 have been deleted for now. These will be developed during the 19/20 school year. Once developed, we will have GBEE-R and JS-R.</p> <p>EHC-E-1 became JS-E-1, Appropriate Use of District Technology Resources and Internet Safety Responsible Use by Students EHC-E-2 became GBEE-E-1, Appropriate Use of Technology Resources and Internet Safety Responsible Use by Staff EHC-E-3 became GBEE-E-2, Staff Electronic Device Letter of Agreement EHC-E-4 became JS-E-2, Student Electronic Device Letter of Agreement EHC-E-5 was deleted because it is now addressed in the policies. EHC-E-6 was deleted and is coordinated into vendor contracts. EHC-E-7 became JS-E-3, Parent/Guardian Opt-Out Declaration for Usage of Technology and Internet Resources EHC-E-8 became JS-E-4, Annual Student Device Technology Fee for Take-Home Devices</p> <p>Ultimately, we will have:</p> <p>GBEE, GBEE-R, GBEE-E-1 and GBEE-E-2 and JS, JS-R, JS-E-1, JS-E-2, JS-E-3, JS-E-4</p>

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6. GCEC, Posting and Advertising of Professional/Executive Vacancies	Human Resources	Q4	Policy GCEC, Posting and Advertising of Professional/Executive Vacancies , discusses the posting of Executive/ Professional positions in the District, as well as rules surrounding filling such vacancies. GCEC was revised as follows: the language "working conditions and physical demands" is to be included in the posting; added language regarding the manner in which the vacancies may be filled; added language that internal candidate interviews may be via phone/screen, or face to face; added nondiscrimination language to align with the District's nondiscrimination statement; and the added statement that the Superintendent may recommend the placement of a candidate after June 30th through February 1st of each year in the event he or she deems it necessary to ensure adequate coverage in schools and buildings.
7. GCKB, Executive/Professional Assignments and Transfers	Human Resources	Q4	Policy GCKB, Executive/Professional Employee Assignments and Transfers , addresses assignments and transfer situations for Executive/ Professional Employees. GCKB required a revision to the language stating that an Executive/Professional employee, whose position is eliminated, may seek from HR information regarding other Exec/Pro positions in other school districts. That language was incorrect. Instead, the employee may seek from HR information regarding any vacant Exec/Pro positions with District 11.
8. GCPB, Demotion and Reclassification of Executive/Professional Employees	Human Resources	Q4	Policy GCPB, Demotion and Reclassification of Executive/ Professional Employees , provides information surrounding the demotion or reclassification of an executive/professional employee. GCPB was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
9. GCR, Nonschool Employment of Professional Staff	Human Resources	Q4	Policy GCR, Nonschool Employment of Professional Staff , provides guidelines about District staff working outside of the District. GCR was recommended for repeal. The District cannot govern whether or not an employee can work multiple jobs. The District can require that an employee accepting a position with the District accepts the hours that position requires an employee to work. That is covered in the Master Agreement. There is also no corresponding CASB policy.

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10. GDP, Education Support Professional Promotions, Demotions and Reclassification	Human Resources	Q4	Policy GDP, Education Support Professional Promotions, Demotions, and Reclassification , provides information surrounding the promotion, demotion, or reclassification of an ESP employee. GDP was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
11. HH, Negotiating Organizations	Personnel Support Services	Q4	Policy HH, Negotiating Organizations , discusses the process for recognition of an organization as the exclusive representative of the teacher employee group. HH was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
12. IKF, Graduation Requirements	Achievement, Learning and Leadership	Q4	Policy IKF, Graduation Requirements , provides that all students graduating from a District 11 high school should be postsecondary and workforce ready. IKF was revised by adding a paragraph providing an exception to meeting the graduation requirements for Odyssey ECCO students who have attained an Associate's Degree or its equivalent. Students earning a postsecondary credential, or completing sixty hours toward a postsecondary credential, will be considered as having met graduation requirements and will be awarded a high school diploma. These students are considered postsecondary or workforce ready, and will not be required to earn the exact number of high school credits as a traditional high school student.
13. JFABB and JFABB-R, Admission of Non-Immigrant Foreign Exchange Students	Achievement, Learning and Leadership	Q4	Policy JFABB and Regulation JFABB-R, Admission of Non-Immigrant Foreign Exchange Students , allows the admission of non-immigrant foreign exchange students in the District. There were no significant revisions to the policy. The regulation needed a couple of revisions, to include the replacement of the SLEP exam with the ELTiS exam, as the measurement of English proficiency.

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<p>14. JFBA/JFBB, School Choice-Open Enrollment and Transfer</p>	<p>Achievement, Learning and Leadership</p>	<p>Q4</p>	<p>Policy JFBA/JFBB, School Choice-Open Enrollment and Transfer, establishes the guidelines applicable to students applying for open enrollment in a school outside their attendance area. JFBA/JFBB was revised to help clarify the process. Revisions include the following:</p> <ul style="list-style-type: none"> • added definitions of "Attendance Area" and "Neighborhood School"; • amended "Open Enrollment" definition includes students new to the District; • revised definition of "Transfer" clarifies that a transfer applies to current District students requesting a change after October 1st, and the deletion of language stating the transfer only applies to the current school year/a transfer will apply for the duration of that school's education level; • added language aligning reasons an open enrollment/choice application may be denied to CRS 22-36-101(3); • Under Priority 1 on page 3, revised paragraph 3 to allow students attending their neighborhood school, but who have relocated out of the school's attendance area, to continue enrollment through the school's education level without applying through the open enrollment process (but parents/guardians will be responsible for transportation); • Under Transfers on page 4, clarified that a transfer applies to current District students requesting a change after October 1st, and the deletion of language stating the transfer only applies to the current school year - a transfer, if granted, will apply for the duration of that school's education level. <p>Revisions to Regulation JFBA/JFBB-R include:</p> <p>Under "Designation of Open Enrollment Choice Window and Post-Window Application Period" - revised the paragraph to state that the "priority" open enrollment choice window is from November 1st to February 15th, but even after the "priority" window closes, applications for current District students will be accepted through October 1st (rather than the first school day following Labor Day), of the applicable school year. This paragraph is also revised to state that students new to the District wanting to submit an open enrollment application may do so at any time of the year prior to enrolling in their neighborhood school. Lastly, this paragraph was revised by deleting the following: "No applications will be accepted from the end of the post window application period until the start of the open enrollment choice window for the subsequent school year".</p>

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15. JIC, Student Conduct, Discipline and Attendance	Student Support and Engagement	Q4	Policy JIC, Student Conduct, Discipline and Attendance , enumerates the objectives of the District 11 Conduct, Discipline, and Attendance Code. JIC was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
16. JICDA, Code of Conduct	Student Support and Engagement	Q4	Policy JICDA, Code of Conduct , lists the rules of conduct that District 11 students are expected to follow. JICDA was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
17. JICF, Gang Activity	Student Support and Engagement	Q4	Policy JICF, Gang Activity , establishes the Board's position that gang-related behaviors and dress have the potential of endangering the safety and welfare of students and school personnel and of disrupting the educational process. JICF was revised to include a new definition of a gang. The revised definition mirrors the definition developed by the U.S. Department of Justice Organized Crime and Gang Section.
18. JICH and JICH-R, Drug and Alcohol Use by Students	Student Support and Engagement	Q4	Policy JICH and Regulation JICH-R, Drug and Alcohol Use by Students , establishes the Board's prohibition against the purchase, use, possession, or distribution of alcohol or controlled substances among students. There were no significant revisions to the policy. The regulation required revisions to include the added language giving the principal's designee responsibilities in following procedures.
19. JICI, Weapons in Schools	Student Support and Engagement	Q4	Policy JICI, Weapons in Schools , establishes the Board's position prohibiting weapons on school or District property. JICI was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
20. JKG, Expulsion Prevention Program	Student Support and Engagement	Q4	Policy JKG, Expulsion Prevention Program , establishes the Board's policy to help students conduct themselves in a manner to avoid expulsion. JKG was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.

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21. JLIB, Closed Campus/Student Dismissal Precautions	Student Support and Engagement	Q4	Policy JLIB, Closed Campus/Student Dismissal Precautions , provides information about closed campuses, exceptions, and dismissal procedures to be followed. JLIB was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
22. KB, Parent/Guardian Engagement	Office of Executive Directors	Q4	Policy KB, Parent/Guardian Engagement , discusses the six essential elements in encouraging parent/guardian engagement. KB was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
23. BDF, Advisory Committees	Board of Education	Q3	Policy BDF, Advisory Committees , discusses the membership and charges of the various advisory committees in the District. BDF was revised to include the addition of the Facilities Advisory Committee, as well as the scope, charge, and composition of this committee.
24. DA, Fiscal Management/Fund Balance	Fiscal Services	Q3	Policy DA, Fiscal Management/Fund Balance , discusses the rules pertaining to the accumulation and maintenance of fund reserves and cash borrowing. In the summer of 2018, the District's longtime Director of Budget and Planning retired. The responsibilities assigned to this position were merged with the responsibilities of the old Director of Fiscal Services position. The Board approved the merger of these positions and, as a result, a new title was created: The Executive Director of Financial Services. The only revision to policy DA reflects this title change.
25. DAB, Business Operations Responsibilities	Fiscal Services	Q3	Policy DAB, Business Operations Responsibilities , discusses the task of operating the business management program in the District. DAB was repealed because the contents of the policy fit more in a job description, rather than in a Board policy.

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26. DB, Annual Budget	Fiscal Services	Q3	Policy DB, Annual Budget , discusses the adoption of the annual budget. DB was revised to include the deletion of the following language: The budget shall specify...Appropriate notations indicating the amount of moneys transferred to each fund, program, and account during the current and last completed fiscal year after the budget for each such fiscal year was adopted. This was deleted because it is logistically impossible.
27. DBJ, Budget Transfers (DBJ-R)	Fiscal Services	Q3	Policy DBJ and Regulation DBJ-R, Budget Transfers , discuss the statutory requirements surrounding cross fund budget transfers. The only changes to this policy and regulation reflect the new title of Executive Director of Financial Services.
28. DC, Taxing and Borrowing	Business Services	Q3	Policy DC, Taxing and Borrowing , discusses short-term borrowing, state interest-free loan programs, and tax anticipation notes. DC was revised to include the addition of the following statement: Such loan shall meet the requirements of the TABOR restrictions for Multiple Fiscal Year Obligations (referencing short-term borrowing loans). This is added because short-term borrowing has to meet the stipulations with TABOR.
29. DFA/DFAA, Statement of Investment Policy (DFA/DFAA-E)	Business Services	Q3	Policy DFA/DFAA and Exhibit DFA/DFAA-E, Statement of Investment Policy , establishes for investments the investment scope, objectives, delegation of authority, standards and safekeeping, and custodial procedures necessary for the prudent investment of the District's funds. This policy required the Executive Director of Financial Services title change, as well as the deletion of the statement that the CFO may appoint a Deputy Treasurer to assist with cash management, investment decisions, and investment activities, as only the Board can appoint a Deputy Treasurer. The exhibit to this policy was reviewed, and no revisions are necessary at this time.
30. DG, Banking Services (and Deposit of Funds)	Fiscal Services	Q3	Policy DG, Banking Services (and Deposit of Funds) , requires all revenue received by the District to be deposited in an eligible financial institution. DG was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.

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31. DGA/DGB, Authorized Signatures/Check-Writing Services	Fiscal Services	Q3	Policy DGA/DGB, Authorized Signatures/Check-Writing Services , requires the Board signature on all checks. This policy also requires the Executive Director of Financial Services or the CFO to sign checks \$5,000 or over. The policy required an update to the Executive Director of Financial Services title.
32. DIF, Financial Obligations	Business Services	Q3	Policy DIF, Financial Obligations , states that all policies and other actions adopted or approved by the Board that create financial or other obligations with fiscal implications, shall be subject to appropriation of funds by the Board. DIF also states that no policy, action, or initiative by the Board shall create or imply and contract right or expectancy benefiting District employees. DIF was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
33. DK, Payment Procedures	Business Services	Q3	Policy DK, Payment Procedures , states that all general fund expenditures not covered by appropriations, or in excess of appropriations, must be approved by the Superintendent or designee before being charged to the budget. DK was repealed because the contents of the policy are covered in other Board policies, making Policy DK duplicative.
34. DKA-R, Compensation Administration	Business Services	Q3	Regulation DKA-R, Compensation Administration , was reviewed by the Board's Policy Committee, and the following revisions were made: added a reference to employee handbooks and agreements for clarification of the definition of a full-time equivalent positions, added a statement that the District will seek to recover overpayments in as few checks as possible, a reduced time period from 24 to 12 months for the recovery of overpayments (unless a greater time period is approved by the Superintendent or Designee), added a statement that the District will pay any late charges an employee may incur by their bank, and the added statement that if an employee is due overpaid PERA contributions, the employees' portion will be refunded after funds have been received and the District has recovered the entire overpaid balance.

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35. DM, Cash in School Buildings (DM-R)	Business Services	Q3	Policy DM, Cash in School Buildings , discusses the safekeeping of cash kept in school buildings. DM was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time. The regulation, DM-R , was also reviewed. The following sentence was deemed unnecessary, and was deleted: "in recognition of the fact that in some instances safes have been opened without apparent damage or force."
36. DO, Reporting Employee Misconduct Involving District Resources		Q3	Policy DO, Reporting Employee Misconduct Involving District Resources , discusses details surrounding situations of misconduct or dishonesty to include theft or misappropriation of assets, misstatements of company records, including the intentional misstatement of the District's financial situation, wrongdoing, forgery or alteration of documents, fraud or unlawful/unethical acts. There were no substantial revisions made to this policy. However, a sentence was added that states that it is widely recognized as a governmental best practice to have an employee misconduct policy in order to encourage open communications for reporting financial misconduct.
37. EEA, Student Transportation	Transportation	Q3	Policy EEA, Student Transportation , establishes the Board's intention that the District provide transportation services to District students. EEA was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
38. EEAA, Transportation Eligibility (EEAA-R and EEAA-E)	Transportation	Q3	Policy EEAA, Regulation EEAA-R and Exhibit EEAA-E, Transportation Eligibility , provides the requirements for students to be eligible for transportation services. The policy did not require any substantial revisions. The regulation required a few deletions involving the City of Colorado Springs involvement with crossings and crossing guards. The District now decides where crossing guards are stationed, and the City Traffic Engineering Office will assist only when requested. The exhibit was updated to include the distance requirements that were implemented in 2015.

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39. EEAB, Special Needs Student Transportation (EEAB-R)	Transportation	Q3	Policy EEAB and Regulation EEAB-R, Special Needs Student Transportation , state that the District will provide transportation services to students who have transportation as a service specified as part of an IEP, as well as to students who qualify for services as part of a 504 plan. The policy did not require any substantial revisions. The regulation required the deletion of language regarding designated pick up and drop off alternative locations, and language stating only one pick up or drop off location will be accepted. The District is focused on accommodating student needs, and multiple pick up and drop off locations may be approved when necessary for a student.
40. EEAC, Bus Scheduling and Routing (EEAC-R)	Transportation	Q3	Policy EEAC and Regulation EEAC-R, Bus Scheduling and Routing , discuss how bus stops and routes are established in the District. Both the policy and exhibit were reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
41. EEAE, Bus Safety Program	Transportation	Q3	Policy EEAE, Bus Safety Program , provides information regarding the safety training to be provided by the District 11 Director of Transportation. EEAE was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
42. EEAEA, Bus Driver Requirements, Training, and Responsibilities	Transportation	Q3	Policy EEAEA, Bus Driver Requirements, Training, and Responsibilities , discusses the requirements that bus drivers must meet, the responsibilities of bus drivers, and the training required of bus drivers. EEAEA was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
43. EEAEAA, Controlled Substances and Alcohol Testing/Prohibited Conduct for District Transportation Providers (EEAEAA-R)	Transportation	Q3	Policy EEAEAA, Controlled Substances and Alcohol Testing/Prohibited Conduct for District Transportation Providers , establishes the importance of ensuring that transportation providers are substance-free and alcohol-free. There are no substantial revisions to the policy. The regulation, EEAEAA-R was clarified by adding a paragraph regarding marijuana and that it is still illegal under federal law.

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44. EEAEC, Student Conduct on School Buses (EEAEC-R)	Transportation	Q3	Policy EEAEC and Regulation EEAEC-R, Student Conduct on School Buses , states that students are required to abide by the Transportation Procedures and Safety Rules and the Student Conduct, Discipline, and Attendance Code. Both the policy and regulation were reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
45. EHC-E-3, Staff Electronic Device Letter of Agreement	Learning Resource Services	Q3	Exhibit EHC-E-3, Staff Electronic Device Letter of Agreement , is the form that staff must sign when assigned a District-owned electronic device. The exhibit is revised to update the language with more modern terminology.
46. EHC-E-9, Annual Staff Device Technology Fee for Take-Home Devices	Learning Resource Services	Q3	Exhibit EHC-E-9, Annual Staff Device Technology Fee for Take-Home Devices , addressed an optional fee for staff to pay when taking home a District-owned electronic device. The fee was intended to diffuse the cost of repayment for a damaged, abused, or misused device. District staff were not using this option, and, as a result, the exhibit was deleted.
47. FCB, Closing Schools	Business Services	Q3	Policy FCB, Closing Schools , establishes the rules to be followed when it is determined that the operation of certain school buildings may no longer be feasible. FCB was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
48. FD, Debt Financing of Capital Investment	Business Services	Q3	Policy FD, Debt Financing of Capital Investment , establishes the reasons to go to voters with the question of incurring bonded indebtedness and guidelines pertaining to the bond redemption and bond construction funds. FD was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.

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49. FDA, Bond Elections	Business Services	Q3	Policy FDA, Bond Elections , discusses the procedures to be followed for special elections to authorize bonded indebtedness. FDA was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
50. GBEB, Staff Dress Code	Human Resources	Q3	Policy GBEB, Staff Dress Code , establishes the Board's philosophy pertaining to the professional dress of staff. GBEB was revised as follows: added religious, cultural and medical related items to items considered acceptable professional appearance, moved the last five paragraphs of the policy to the first page of the policy to help with the flow of the policy, added denim to examples of professional attire, and removed sleepwear, headwear, and sunglasses from the list of unacceptable attire, since those items are often worn by employees in various settings.
51. GBEEC, Gifts to and Solicitations by Staff	Human Resources	Q3	Policy GBEEC, Gifts to and Solicitations by Staff , establishes rules surrounding gifts being given to staff by students, parents/guardians, or companies or organizations doing business with the District. There was one minor revision to this policy. Rather than denoting a specific holiday such as Christmas as an occasion to provide gifts, the phrase "special occasions" is used as an example of a time of gift giving.
52. GBEC, Drug- and Alcohol-Free Workplace	Human Resources	Q3	Policy GBEC, Drug- and Alcohol-Free Workplace , establishes that District 11 is a workplace free from the effects of drugs and alcohol, in compliance with the Drug-Free Workplace Act of 1988 and best practices. This policy deals with the prohibitions surrounding the use of drugs and/or alcohol by District employees. GBEC required one revision: the inclusion of a paragraph making it clear that, even though the state of Colorado has legalized the use of marijuana, under federal law, it is still illegal. As a result, marijuana falls under the definition of illicit drugs, making it clear to District employees that being in the possession of marijuana, or being under the influence of marijuana, in the workplace is prohibited.

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53. GBGA, Staff Health	Human Resources	Q3	Policy GBGA, Staff Health , establishes the District's goal of ensuring the safety of employees during working hours, and assisting employees in the maintenance of good health. GBGA was revised as follows: the inclusion of scenarios when an employee might be required to undergo a health examination; the deletion of language separating support staff from professional staff, since all employees will be subject to the same guidelines; and renaming a section called HIV/AIDS, and instead calling it "Communicable Diseases," as there are multiple types of communicable diseases.
54. GCS, Professional Research and Publishing	Human Resources and Educational Data and Support Services	Q3	Policy GCS, Professional Research and Publishing , encourages District staff to contribute professional articles and news items to local, state, and national agencies. GCS was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
55. ILBA, District Program Assessments	Educational Data and Support Services	Q3	Policy ILBA, District Program Assessments , establishes the assessment program to be used by the District. ILBA was reviewed by the Board's Policy Committee and there are no significant revisions recommended at this time.
56. ILBB, State Program Assessments (ILBB-R and ILBB-E)	Educational Data and Support Services	Q3	Policy ILBB, State Program Assessments , acknowledges the District's participation in statewide assessment programs. The policy and exhibit, ILBB-E , were both reviewed with no substantial revisions recommended. The regulation, ILBB-R , was revised by removing the October 30th date for default computer-based assessments, since that date can fluctuate.
57. JJIA, Intramural Sports	Athletics	Q3	Policy JJIA, Intramural Sports , requires that the District maintain intramural sports programs at District middle schools. JJIA was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.

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58. JJIB, Interscholastic Sports	Athletics	Q3	Policy JJIB, Interscholastic Sports , addresses the purpose of having an athletics program, providing girls' sports on an equal basis with boys' sports, membership in athletic associations and leagues, the middle school interscholastic program, and the high school athletics programs. JJIB was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
59. JJJ, Extracurricular Activity Eligibility	Athletics	Q3	Policy JJJ, Extracurricular Activity Eligibility , discusses when eligible students may participate in extracurricular activities at their school of attendance, and when eligible students enrolled in any school can participate in any activity offered by the District that is not offered at a student's school of attendance or nonpublic home-based educational program. JJJ was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
60. JQ, Student Fees, Fines and Charges	Business Services	Q3	Policy JQ, Student Fees, Fines and Charges , establishes a mechanism by which students pay reasonable fees to help defray the cost of curricular and extra-curricular programs, activities, and amenities to the District without making them prohibitively expensive for students. JQ required one revision: deletion of the paragraph "The Administration is authorized to develop a regulation and/or procedure whereby a non-indigent student may be excluded from participating in an activity or activities in the event such student fails to pay any fee by the required deadline." This statement does not express the spirit of the District, and the practice of the schools. Schools work with students in getting fees paid, so that students can participate in curricular and extra-curricular programs and activities.
61. LC, Research Projects, Studies, Experiments and Surveys	Educational Data and Support Services	Q3	Policy LC, Research Projects, Studies, Experiments and Surveys , discusses the evaluation of research requests in the District. LC was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.

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62. BDF, Advisory Committees	Board of Education	Q2	Policy BDF, Advisory Committees , discusses the membership and charges of the various advisory committees in the District. BDF was revised primarily pertaining to the Mill Levy Override (MLO). BDF previously stated that the charge and role of the District's Audit Advisory Committee includes MLO oversight. The language addressing the MLO was moved to a new section, where the charge and role of overseeing the MLO is assigned to the Mill Levy Override Oversight Committee (MLOOC). In addition, the Audit Advisory Committee membership was increased from 5 to 7 members, to 7 to 9 members.
63. IHBE, English as a Second Language	Multilingual Programs	Q2	Policy IHBEA, English as a Second Language , requires that the District provide suitable instructional programs for all such students in grades kindergarten through 12, in accordance with the requirements of state law and the Colorado Department of Education. IHBEA was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time.
64. IHBF, IHBF-R, IHBF-E-1 and IHBF-E-2, Homebound or Hospital Instruction	Student Support and Engagement	Q2	Policy IHBF, Homebound or Hospital Instruction , establishes available instruction for students enrolled in District 11 schools or programs, whose extended absence from school is the result of a medically verified physical, mental, or emotional illness. IHBF was reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time. Regulation IHBF-R and Exhibit IHBF-E-1 both required updates to a department name: The Office of Student Discipline Services is now called the Office of Student Support and Engagement. Exhibit IHBF-E-2 was also reviewed, with no revisions recommended at this time.
65. JEB, Entrance Age Requirements	EDSS	Q2	Policy JEB, Entrance Age Requirements , reflects the legal requirements in the state of Colorado that public school districts must follow in the admission of students. JEB was revised in order to streamline the policy with more of a focus on age. The policy, as revised, is very similar to the CASB version, with an emphasis on the statutory ages to enroll in school, rather than all of the exceptions that may apply.

Title	Department Owner	Quarter Addressed	Status What happened?
<p>66. JKA, JKA-R, JKA-E-1, JKA-E-2, and JKA-E-3, Use of Physical Interventions and Restraints</p>	<p>Security/Special Education/Personnel Support Services</p>	<p>Q2</p>	<p>Policy JKA, Use of Physical Interventions and Restraints, allows any person employed by the District, within the scope of his/her employment, to use reasonable and appropriate physical intervention or force as necessary in dealing with disruptive students. The policy was reviewed and there were no substantial revisions. The procedures that must be followed in implementing this policy are found in the accompanying regulation, JKA-R. There were recent changes made by the Colorado Department of Education pertaining to the Administration of the Protection of Persons from Restraint Act. 1 CCR 301-45 was revised to allow for the use of mechanical and prone restraints by any staff member when dealing with students displaying deadly weapons. Even when a student is not displaying a deadly weapon, revisions to 1 CCR 301-45 now allow an armed security officer to use mechanical and/or prone restraints, when deemed appropriate, so long as the armed security officer has received appropriate restraint training, in addition to having made a call to law enforcement. The regulation was revised to align with changes to 1 CCR 301-45.</p> <p>An additional revision to the regulation involves "Seclusion". The seclusion procedure is defined pursuant to state statute. However, the District does not allow seclusion. We allow "retreat" which requires the continuous presence of another person, and continuous monitoring. The retreat language was also added to the regulation.</p> <p>The three exhibits accompanying this policy were also revised in accordance with changes to 1 CCR 301-45, and to include the "retreat" language.</p>
<p>67. AC and AC-R, Nondiscrimination/ Equal Opportunity</p>	<p>EEO/Ombudsman</p>	<p>Q1</p>	<p>Policy AC, Nondiscrimination/Equal Opportunity, establishes the District's nondiscrimination statement, the applicable laws, and that it applies to all educational and employment decisions of the District. The policy was reviewed, and there are no significant revisions recommended at this time. Regulation, AC-R, establishes the procedures to follow in the event of a discrimination claim. The regulation was revised to make it clear that a complainant has the option of filing an informal or a formal complaint to begin the process.</p>

Title	Department Owner	Quarter Addressed	Status What happened?
68. ADC/JICG, Tobacco-Free Schools - Policy for Students	Security	Q1	Policy ADC/JICG, Tobacco-Free Schools - Policy for Students , prohibits the use or possession of tobacco, nicotine delivery devices, or simulated tobacco products by students while in or on school property, or at school sponsored activities. This policy was reviewed and there are no significant revisions recommended at this time.
69. Regulation ADD-R, Safe and Secure schools Plan	Security	Q1	The Policy Committee reviewed Regulation ADD-R, Safe and Secure Schools Plan . This regulation was revised by removing one of the tasks that was formerly assigned to the City Traffic Engineer. The City Traffic Engineer no longer determines where crossing guards should be placed. Placement of crossing guards is determined by the District, and the City Traffic Engineer will assist when requested. In addition, the training of crossing guards is done by the Risk Management Department, rather than the Security Department.
70. ECA/ECAB, Security/Access to Buildings, Regulation ECA/ECAB-R, Access to Buildings (Keys) and ECA/ECAB-R-2, Reporting Break-Ins	Security	Q1	Policy ECA/ECAB, Security/Access to Buildings , discusses the safety and security of buildings via key systems and alarm systems. Regulation ECA/ECAB-R-2, Reporting Break-Ins , discusses the procedures to follow when a break-in is discovered. Regulation ECA/ECAB-R, Access to Buildings (Keys) , discusses the distribution, loss, damage, and return of keys. ECA/ECAB and ECA/ECAB-R-2 were reviewed and there are no significant revisions recommended at this time. ECA-ECAB-R was clarified by including electronic key cards in the guidelines applicable to keys.
71. GBA, Open Hiring/Equal Employment Opportunity and Affirmative Action	Human Resources	Q1	Policy GBA, Open Hiring/Equal Employment Opportunity and Affirmative Action , establishes the Board's belief in a diverse workforce, and recognizes the District policy of equal employment opportunity and nondiscrimination in all personnel decisions. This policy was reviewed and there are no significant revisions recommended at this time.

Title	Department Owner	Quarter Addressed	Status What happened?
72. GBAA, Employee Sexual and Racial Harassment/ Discrimination Policy	Human Resources	Q1	Policy GBAA, Employee Sexual and Racial Harassment/ Discrimination Policy , advises District employees of behavior that may constitute sexual or racial harassment, encourages employees to report any such behavior, alerts employees to their responsibilities with respect to the sexual and racial harassment of other adults, and to consequences that may apply. This policy was reviewed and there are no significant revisions recommended at this time.
73. GBJ and GBJ-R, Personnel Records and Files	Human Resources	Q1	Policy GBJ, Personnel Records and Files , sets out the guidelines for the District's system of personnel record keeping. Regulation GBJ-R provides information regarding the electronic personnel action forms. This policy and regulation were reviewed and there are no significant revisions recommended at this time.
74. GBL, Staff Awards and Recognition	Human Resources	Q1	Policy GBL, Staff Awards and Recognition , authorizes the District to recognize retiring employees as well as active staff members with token gifts of appreciation. This policy was reviewed and there are no significant revisions recommended at this time.
75. JB, Equal Educational Opportunities	EEO/Ombudsman	Q1	Policy JB, Equal Educational Opportunities , states that every student shall have equal educational opportunities, in alignment with the District's nondiscrimination statement. This policy was reviewed and there are no significant revisions recommended at this time.
76. JEA, Compulsory Attendance Ages	Enrollment	Q1	Policy JEA, Compulsory Attendance Ages , requires that every parent/guardian of a child who has attained the age of six years on or before August 1 of each year, and is under the age of seventeen years, shall ensure that such child attends school, in accordance with state law. This policy was reviewed and there are no significant revisions recommended at this time.

Title	Department Owner	Quarter Addressed	Status What happened?
77. JIH and JIH-R, Student Interviews, Interrogations, Searches and Arrests	Security	Q1	Policy JIH and Regulation JIH-R, Student Interviews, Interrogations, Searches and Arrests , discusses the procedures surrounding the interviewing, questioning and searching of students and/or their property, when the need arises. This policy and regulation were reviewed and there are no significant revisions recommended at this time.
78. JLF and JLF-R, Reporting Child Abuse/Child Protection	Security	Q1	Policy JLF and Regulation JLF-R, Reporting Child Abuse/Child Protection , establishes the procedures and applicable mandates when staff have reason to believe a student is the victim of child abuse. This policy and regulation were reviewed and there are no significant revisions recommended at this time.
79. JRE, Student Identification Cards	Security	Q1	Policy JRE, Student Identification Cards , requires that students of the District that have been issued an identification card, have such in their possession at all times while in a District owned building, when utilizing District provided transportation, or attending a District sponsored activity or event. This policy was reviewed and there are no significant revisions recommended at this time.
80. KHA and KHA-R, Solicitations in Schools/Departments	Volunteer Services and Community Partnerships	Q1	Policy KHA and Regulation KHA-R, Solicitations in Schools/Departments , requires that businesses and other organizations who wish to promote a service or good to the District schools and/or departments go through Volunteer Services and Community Partnerships first. The policy and regulation were clarified by adding a statement that the District uses an electronic flyer system.
81. KFA, Public Conduct on School Property	Security	Q1	Policy KFA, Public Conduct on School Property , discusses the types of conduct that are prohibited on District property. This policy was reviewed and there are no significant revisions recommended at this time.
82. KLG and KLG-R, Relations with Law Enforcement Authorities	Security	Q1	Policy KLG and Regulation KLG-R, Relations with Law Enforcement Authorities , establishes that a cooperative effort will be maintained between the officials of Colorado Springs School District 11 and law enforcement agencies. This policy and regulation were reviewed and there are no significant revisions recommended at this time.