



# The Academy

11800 Lowell Boulevard, Westminster, CO 80031-5097 (Main Campus)  
12161 Park Centre Drive, Westminster, CO 80234-2782 (North Campus)  
Phone: 303-289-8088 Fax: 303-289-8087 Website: www.theacademyk12.org

“Pursuing Truth, Wisdom, Excellence”

**Mission Statement:** “The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.”

## THE ACADEMY

### Board of Directors

#### Executive Work Session

Monday, September 30, 2019

5:30 pm – 6:55 pm

Public business may be discussed during this session. No votes will be taken at this Executive Work Session.

### AGENDA

- SRO – School Safety Update 15 minutes
- [Suggested course changes](#) presented for 1st read – *Expectation: Review materials provided by SACademic Committee and ask questions as needed.*
- Culture goals and baseline data – *Expectation: Interim CEO will present baseline data collected for the purpose of refining the 2019-2020 culture goals.* 60 minutes
- Board Report discussion (time permitting)

## THE ACADEMY Board of Directors

### Board Meeting

Monday, September 30, 2019, 7:00 pm

- I. Open Meeting
- II. Invocation and Pledge of Allegiance  
***Invocation Disclaimer:*** *It is customary for The Board to open all meetings with an Invocation and Pledge of Allegiance. Anyone offended by this may leave the room during this time or may choose not to participate during this time, after which you may return.*
- III. Consent Agenda – *Expectation: Review previous minutes and identify areas where clarification or corrections are needed. Review current agenda and identify/ discuss any potential additional agenda items.*

Consent Agenda	
Moved By	
2 <sup>nd</sup> By	
Action	

Y/N/P/A	Name
	Drewlow, S
	Klenjoski, D
	Miller-Carlson, T.
	Sanchez, K
	Stock, M.
	Walsh, B
	Weaver, G

- a. Approve Agenda
  - b. Approval of [August 26, 2019 Minutes](#)
- IV. Public Comment – *Expectation: Listen and consider any public comment. Board will discuss as any potential responses as a Board at a later time.*
- V. [PTO Report](#) - *Expectation:*
  - Review any written or oral PTO report presented.
  - Review PTO calendar dates for support discussion.
- VI. Reports from Director, Principals, and Committees
  - a. Chief Officer’s Reports – Typically discussed in Work Session-may overflow into meeting
    - i. [Executive](#) – Interim CEO - *Expectation: Review CEO report and ask questions as needed.*
  - b. Committee Reports
    - i. [Finance](#)
    - ii. [SACademic](#)
- VII. Presentation/Discussion
  - 1. [CEO 360 Questions](#) – *Expectation: Finalize questions and timeline.*
  - 2. Ad Hoc Facilities – *Expectation: Discuss details of creating team*
  - 3. CEO Succession Plan discussion
  - 4. Work Session Summary
- VIII. Executive Summary
- IX. Board Meeting Self Scoring - – *Expectation: Board members discuss the meeting and provide feedback to the Interim CEO to improve the process and meeting efficiency moving forward.*

Scoring Rubric	
1	Unsatisfactory
2	Satisfactory, looking for significant improvement
3	Satisfactory, improving but still below expectations
4	Efficient meeting, meets expectations

- X. Adjourn Meeting



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## THE ACADEMY Board of Directors Board Meeting Minutes Monday, August 26, 2019



### Board Members Present

Michael Stock - Chairperson  
Tamela Miller-Carlson - Board Member  
Brad Walsh - Board Member  
Greg Weaver - Board Member  
Sarah Drewlow - Board Member  
Dan Klenjoski - Board Member  
Kevin Sanchez - Secretary

### Also Present

David Floodeen - Interim Chief Executive Officer

### ***Minutes of the regular Board meeting of The Academy held at 11800 Lowell Blvd., Westminster, CO 80031 in Adams County on August 26, 2019.***

I. Open Meeting

A quorum being present, Mr. Stock called the meeting to order at 7:03 pm and gave the following disclaimer:

***Invocation Disclaimer:*** *It is customary for The Board to open all meetings with an Invocation and Pledge of Allegiance. Anyone offended by this may leave the room during this time or may choose not to participate during this time, after which you may return.*

II. Invocation and Pledge of Allegiance

Mr. Stock opened the meeting with an invocation and the Pledge of Allegiance.

III. Consent Agenda

Mr. Stock moved to approve the agenda. This was seconded by Mr. Sanchez.

Discussion: Modified agenda to include the Parent Notification of Employee Misconduct policy.

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver

Nays: None

**Motion Carried 7 – 0**

IV. Public Comment  
No questions from the Public at this time.

V. PTO Report  
The Board commented that maybe they could show their support and attend PTO meetings.

VI. Reports from Director, Principals, and Committees

a. Chief Officer’s Reports

i. Executive – Interim CEO

The Board asked if it would be beneficial to request the same fieldwork auditor, instead of getting a new person each year. The Academy has been with John Cutler & Associates, LLC for 5 years. The auditor sends a different field agent each year, so someone is looking at it with a different set of eyes. From a board perspective, is it acceptable to absorb the Academic and SAC committee’s into one? Yes, with the academic there is no statutory requirements, it is just board best practices. What the academic does are statutory duties required by a SAC. Therefore, the overlap is significant and the academic will take on the review of the UIP, and make recommendations, which is primarily done by the SAC committee. Moving forward, it will be called the SACademic committee.

b. Committee Reports

i. Finance – No meeting this month

ii. SACacademic – No meeting this month

VII. Discussion

5. Interim CEO Goals

6. Dash Board/Strategic Plan Goals

7. Board Self Evaluation

8. Interim CEO Succession Plan update

9. Work Session Summary – The Board reviewed the culture presentation, which set culture goals, and talked about EOY academic results.

VIII. Executive Summary

1. Student Data Security Policy Approval

Mr. Stock moved to approve the Student Data Security Policy. Mr. Walsh seconded.

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver

Nays: None

**Motion Carried 7 - 0**

IX. Board Meeting Self Scoring

Scoring Rubric	
1	Unsatisfactory
2	Satisfactory, looking for significant improvement
3	Satisfactory, improving but still below expectations
4	Efficient meeting, meets expectations

\_\_\_\_\_ 4/4 \_\_\_\_\_

X. Adjourn Meeting

Mr. Stock motioned to Adjourn. Mrs. Miller-Carlson seconded. The meeting was adjourned at 8:33 pm via a verbal all aye vote.

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**The Academy of Charter Schools  
PTO Meeting Minutes  
September 1, 2019**

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### **Call to Order**

A meeting of the Academy of Charter Schools PTO was called to order on Tuesday, September 1st at 5:02 p.m. by President Brandy Lovato.

### **Attendees**

Brandy Lovato - President  
Sarah Ortiz – Vice President  
Cisco Ortiz – Co Vice President - out of town  
Karianne Klenjoski – Secretary  
Ioana Makkai Dutchievici – Treasurer  
Karen Marshall – Spirit Night Coordinator  
Holly Wogoman – Academy Staff & PTO liaison – sick  
Michelle Angell – Academy Staff, 1<sup>st</sup> grade teacher  
Lucinda Taplin – Parent  
Beth Maxwell - Parent

### **Approval of Minutes**

Sarah Ortiz made a motion to approve the meeting minutes for August, 2019. Ioana Makkai Dutchievici seconded the motion. The meeting minutes were approved unanimously.

### **Officer's Reports – Treasurer**

- Ioana Makkai Dutchievici reviewed August expenses to date. Makkai Dutchievici stated she submitted an application to the PayPal Giving Fund allowing Academy families the option to donate money to the PTO for events. After the application has been approved, PTO will receive a link for families to make donations; said donations would be given back to the PTO monthly. Communication will be shared with Academy families when appropriate. If PTO moves forward with this program, funds would be transferred into the bank account on the 25<sup>th</sup> of each month (for the previous month). Payments would take between 15 and 45 days to be paid, resulting in delayed payments.
- Makkai Dutchievici set up a tax exempt account at Lowe's under her telephone number. In addition, account information for the PTO storage unit has been updated with Makkai Dutchievici's contact information.
- First grade teacher, Michelle Angell asked about the process in which PTO distributes funds back to the school after events. Angell stated many teachers have never been informed of where contributions from the PTO have been made or for how much.
- Angell recommended a process in which teachers have an input for items purchased by the PTO. Ortiz will speak to Wogoman to see if an email can be sent to all teachers to gather items for a wish list (want vs. need).

### **Unfinished Business – 5K**

- Brandy Lovato stated the following have been confirmed for the upcoming 5K:
  - Academy cheerleaders
  - Renegade Burritos – breakfast burritos
  - Total Beverage - water
  - Early Bird Coffee - coffee and pastries
  - Face painting
  - DJ
  - Bounce House
  - 5280 Ice Cream truck - ice cream available for purchase
  - Chick-fil A will be sponsoring Paw key chain in addition to the mac and cheese coupons.
- Lovato stated race day tee-shirts have been ordered for participants with a small number of extra youth sized tee-shirts ordered.
- On-site registration will be available with a \$10 registration fee for adults. Students who wish to walk will pay the full registration fee and will receive a tee-shirt.
- Board President Michael Stock will be in attendance.
- Elementary student council will be on-site to pick up trash. Lovato will email individuals regarding volunteer opportunities.
- Lovato is still looking for a generator.
- PTO will meet on Thursday and Friday of race week to wrap up event details and again at 6:00 a.m. at Main Campus the day of the race.

### **Social Media Position**

- S. Ortiz stated PTO continues to search for an individual to fill the social media role.

### **Facebook Live**

- Lovato recommended this agenda item be addressed in the future.

### **Parent Ambassador Program**

- Lovato has been in contact with several parents who were previously involved with a similar program for new families. There are no records or documentation regarding this program. S. Ortiz will speak to Cisco Ortiz to see if he has availability to research Ambassador programs.

### **Spirit Night Update**

- Chick-Fil-A - Tuesday, September 10<sup>th</sup> from 5 p.m. to 8 p.m. at 104<sup>th</sup> & Federal.
- November 13<sup>th</sup> – Noodles
- February 18<sup>th</sup> - 5280 Burger Bar
- March 17<sup>th</sup> – Great Scotts Eatery

### **Homecoming Tailgate Party**

- A flyer for the Homecoming Tailgate Party is in production.

- Wrist bands have been received and tattoos have been shipped.
- Lovato will be meeting with a company to see if they will sponsor root beer floats for the Homecoming Tailgate Party.

#### **Harvest Fest**

- S. Ortiz will use last year's flyer; information will be updated.
- Angell asked if teacher requests for the event could be met earlier. S. Ortiz stated that more time has been built into the schedule to gather booth items.
- S. Ortiz stated participants may receive wrist bands early to help alleviate large crowds at registration.
- Families who participated in trunk or treating last year have been contacted to see if they would like to take part in the event again.
- Food trucks have been booked, however S. Ortiz is considering additional options.

#### **New Business**

None

#### **Questions and Announcements**

No questions or announcements at this time

#### **Adjournment**

Lovato adjourned the meeting at 6:10 p.m.

Respectfully submitted by:  
Karianne Klenjoski, PTO Board Secretary

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## Interim Chief Executive Officer (CEO) Board Report Sep 2019

“Pursuing Truth, Wisdom, Excellence”

**Mission Statement:** The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.

### **General Information**

Busy month with four off-site conferences – There were four (4) major gatherings that I chose to attend for information gathering, networking, and professional development opportunities. Here is a short summary of each:

CSI Equity Convening – CSI hosted a full day gathering with school leaders, SPED personnel and various speakers from around the nation to discuss exceptional student best practices and results. Although the data presented was pretty much as expected, (SPED students perform at levels below general ed students, etc.) The presentations did provide a number of ideas on how to improve SPED programming. For me personally, it raised a number of questions that I have brought back to our team. Principals are reviewing the programs at their levels, and we are going to meet to discuss options for moving both our SPED and ELL programs forward.

CDE Annual Finance Seminar – CDE hosts this every year. Attendance at this year’s event was lower than in years past. There is not a lot of information available yet on next year finance issues or legislative issues. The event did provide me with the opportunity to work directly with CDE’s Schools of Choice Director. I was able to gain insight on some grant opportunities coming down through CDE.

CSI Regional Meeting – This is the quarterly school leader meeting for CSI schools. A lot of program and reporting updates were provided. I found it interesting that the afternoon session was a contracted presenter from CU that facilitated a session for school leaders on improving school culture. Our plans and our work is aligned well with what was presented and I got some additional ideas to share with our Principals.

Colorado League of Charter Schools Annual Leadership Summit – CLCS puts this on every year. This year, it was sort of a mini conference (one day, breakout sessions with different threads, etc.) I attended some of the presentations for School Leaders and one for Finance. ALL were excellent presentations (that doesn’t always happen). John Brenda, CSI’s School Support Liaison, presented on school leadership challenges from both a school leader and charter board member perspective. Also, the league’s HR director presented on Generational Perspectives. Her presentation was so insightful, on the interactions between the different generations in the work force that I am going to try get her to come present to our Senior Admin team.

Principal Evaluations – I met with all four (4) Principals for our monthly one on ones. We talked about what data they use on a regular basis, and how they use that to develop their plans with teachers and students. We reviewed the Supplemental CARS report (which I will share with the Board this meeting). We discussed next steps in Leader in Me implementation. In addition, we discussed ELL (English Language Learners) and SPED (Special Education) programming. P’s are preparing a presentation for me on both programs with plans for how the lessons learned from our ELL improvements can be transferred to our SPED programs (where appropriate). Finally, we talked about communication between both me and them and them with their teachers. A couple of minor things have come up where they can help

their teacher be better and I wanted to make sure we talked about them. Overall, productive meetings.

### Academics

CSI released the CARS Supplemental Analyses report for 2018-19. This is an interesting report because it has a comparison of how students new to our school perform on state tests compared to returning students. It also compares our school to schools within a 5-mile radius. I like this report because in the past we would look at scores and ask for the comparison between new and returning students. In addition, comparing our performance with all of AD-12 isn't really accurate because many parts of AD-12 do not serve the same challenges and demographic we serve. A CSI comparison is also not as effective because we are very different from schools in Colorado Springs or on the western slope. This report has some great information with valuable comparisons. I will review it with the Board at the Sep Board meeting.

NWEA for the secondary – As I write this, NWEA testing is mostly complete. There was a slight hiccup with first time log ins. Make ups will be completed by the end of the month. I have looked at some very preliminary results. No real surprises in the data. The ability to use individual student data to target support will be a welcome addition to our toolbox. Cody did a good job coordinating this project for grades 7-10 on such short notice. Details from the data will be presented at the October Data Meeting.

### Finance

The Academy Financial Report										
Jul 2019-Aug 2019										
Student Enrollment = 1829										
Current Year - FY 2020							Previous Year - FY 2019			
Account	Aug	FY 2020 YTD	FY 2020 Budget	YTD % of Budget	FY2020 Expected End of Year	Variance	Aug	FY 2019 YTD	FY 2019 Budget	YTD % of Budget
<b>Revenue</b>										
Total Revenue	\$1,797,443.53	\$3,377,947.58	\$19,287,393.07	17.5%	\$19,135,653.17	-\$151,739.90	\$1,868,859.30	\$3,211,476.03	\$18,006,757.99	17.8%
<b>Expenditure Summary</b>										
Total Salaries	\$426,122.89	\$775,798.85	\$9,235,285.83	8.4%	\$9,238,474.30	\$3,188.47	\$165,402.21	\$806,573.60	\$8,657,665.29	9.3%
Total Benefits	\$187,727.36	\$370,200.41	\$3,329,413.04	11.1%	\$3,436,374.91	\$106,961.88	\$100,298.94	\$338,133.85	\$2,916,773.00	11.6%
Total Purchased Svcs	\$466,152.75	\$930,147.34	\$4,502,485.38	20.7%	\$4,318,410.00	-\$184,075.38	\$346,548.53	\$693,105.13	\$3,957,010.00	17.5%
Total Supplies	\$142,338.50	\$456,360.07	\$1,733,892.00	26.3%	\$1,674,961.00	-\$58,931.00	\$125,148.67	\$432,648.19	\$1,960,811.00	22.1%
Total Property	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$644.00	\$164,736.79	\$200,000.00	82.4%
Total Fees/Pupil Activit	\$60,568.61	\$84,203.17	\$685,662.00	12.3%	\$685,287.00	-\$375.00	\$41,453.08	\$87,735.00	\$611,525.00	14.3%
<b>Total Expenditures</b>	<b>\$1,282,910.11</b>	<b>\$2,616,709.84</b>	<b>\$19,486,738.24</b>	<b>13.4%</b>	<b>\$19,353,507.21</b>	<b>-\$133,231.03</b>	<b>\$779,495.43</b>	<b>\$2,522,932.56</b>	<b>\$18,303,784.29</b>	<b>13.8%</b>
Salary Accrual Adj.		\$139,166.67						\$133,333.33		
<b>Net Profit (loss)</b>	<b>\$514,533.42</b>	<b>\$622,071.07</b>	<b>-\$199,345.18</b>		<b>-\$217,854.05</b>	<b>-\$18,508.87</b>	<b>\$1,089,363.87</b>	<b>\$555,210.14</b>	<b>-\$297,026.30</b>	
Board Approved Beg. Fund Balance Use			\$252,000.00		\$252,000.00				\$350,000.00	
<b>Budgeted Margin</b>			\$52,654.82		\$34,145.95				\$52,973.70	
<b>Beginning Fund Balance</b>			\$2,180,149.00		\$2,180,149.00				\$2,376,724.15	
<b>Est. Ending Fund Balance</b>			\$1,980,803.82		\$1,962,294.95				\$2,079,697.85	

### Financial Update

The Finance committee met on Sep 19<sup>th</sup>.

Financial Reporting and Compliance – EOY Financial reporting for bond compliance is complete and up to date. Financial transparency reporting is up to date. Next deadlines for financial reporting for Bond disclosure agreements are 30 Sep and 15 Oct for Audit and Operational information.

Audit Update - The annual audit was completed. 'Clean' audit with no findings of weakness or concern. I reviewed the initial draft and it ties directly with our financial software with no surprises. Due to the CDE announcement on the change required for PERA reporting, the final draft has been delayed. See the Finance Committee report for more details on the delay. I discussed parts of the audit with finance committee and will send them the draft once I get the updated version. Our annual phone meeting between the auditor and Finance Committee is scheduled for the Oct committee meeting. Our Auditor is scheduled to meet with the Board for a formal presentation and acceptance of the audit at the November Board meeting. Our draft audit is due to CSI end of Sep with the final due in October. Due to the delays caused by the CDE announcement, CSI has offered extensions if needed. Even with the delays, we expect to meet the CSI deadlines on time.

Enrollment Update – Enrollment is coming in about 15 students below projected. This is an issue with schools statewide. A majority of schools and districts misjudged the impact of full day kinder. Because of the potential impact of the lower enrollment, I started the “modified budget” process early. I have a draft ready and I have discussed the impacts with the Finance Committee.

### **Operations**

School Safety update – We have been running a number of drills (as is our normal practice at the beginning of the year). For the most part, the drills have been going really well. We have made a few ‘tweaks’ to the processes based on what we see. Officer Jacobsen, our SRO, has been working closely with our team to refine some of our practices. She also led the effort to realign our “shelter in place” plan. With the moving of classrooms due to construction over the summer, the shelter plan needed revision and Officer Jacobsen was instrumental in creating a much smoother plan that incorporated the changes.

Facility summer playbook – I had a meeting with stakeholders to discuss the issues that came up with summer work this past year. We accomplished a larger amount of updates and upgrades than ever in the past. The delays we experienced created some issues. Our meetings worked through the issues and the team is starting work (to be completed in the next two months) to develop a comprehensive construction timeline that includes windows and deadlines so we can better prepare for contingencies in the future.

### **Governance**

Culture Baseline data – The senior admin team worked together to collect baseline culture data. I will present on the process we used and the results.

CEO succession plan – I have been working with Legal and with CSI’s Board consultant, John Brendza, on the process required for the CEO hiring process. I will present on a model that I have experience with that helps maintain organizational stability through a transition such as this and will discuss with the board various aspects of the process that are outlined in state statute. The intention is to begin the preliminary work on the process to set the Board up to meet the goals set at the Board Retreat (offer by Mar).

Respectfully submitted,  
David Floodeen, Interim CEO  
The Academy



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## **Finance Committee Agenda September 2019 meeting**

**Members Present: Greg Weaver, Tamela Miller-Carlson, Irina Szafranski, Melissa Dedrick, Andrea Foust, David Floodeen**

### **Financial Report Review**

*Expectation: Financial report sent out in advance. Review and discuss current position.*

The report was sent out in advance. It was delayed a day due to some last minute announcements from CDE that will be discussed in the ‘External Audit’ section of this report below. Both revenue and expenditures are tracking slightly below last year but above previous years and definitely within the normal range. The committee discussed both with the majority of the questions revolving around contents of specific line items and variances between Budget and Expected End of Year values.

Interim CEO/CFO explained that enrollment is now projected approx. 15 students lower than originally planned. So, given the lower projected student count, he started the normal “Modified Budget” process earlier than normal to better evaluate the impact. The committee discussed how the currently reported “Expected End of Year” revenue numbers are a projected worst case (lower funded ppr, lower than expected state and federal grant awards). This provides a conservative plan for the impact of lower enrollment. Then, expenditures were adjusted for this year with appropriate contingencies for facilities and supply purchases. With the expected lower enrollment, placeholders for future planning (future renovations) were reevaluated and/or removed. The committee discussed the process used for this planning.

The impact is the planned budgeted margin sits at \$34K instead of the Finance Committee expectation of \$50K (Hence the yellow color on the Finance section of the Interim CEO Board Report). Recall the yellow color means CFO will be watching the issue but expects no action to be required to correct the situation. CFO listed a number of ‘expected’ items that should more than correct the yellow box. (Actual state and fed grant money typically comes in higher than expected, Health insurance rebate expected but not budgeted, contingency accounts are still fully funded, etc.) The box is yellow to call attention to the situation that is being monitored by the CFO.

### **FY 2019 Year End Financial Report**

*Expectation: CFO will present the FY 2019 Q4 Financial report for committee review and discussion. A recent change from CDE published just one week ago has modified the financials. Finance team will discuss the impact of the change.*

End of year financial report was discussed. The school finished right in line with as expected. Expenditures were higher than previously anticipated primarily due to the amount of construction that was completed before Jul 1 but expenditures were within the approved ranges.

### **Update from External Audit**

*Expectation: CFO to lead a discussion on the draft audit.*

The audit has been completed. Another year of a clean audit with no findings or concerns. I have seen the draft, but due to a recent (early Sep) announcement from CDE, the draft has to be modified. I don't have the updated version yet but expect it any day.

You may recall that last year, the State of Colorado dumped a significant pot of money into PERA to accelerate the program down a path of financial solvency. CDE just recently announced that each school needs to report their 'proportionate share' of that money in their last year financial reports and will need to account for it again in this year's budget. The impact is that our revenue and expenditures increased by \$207K over our unaudited end of year numbers. The change does not alter our bottom line, but does have a minor impact on some of our other calculations like TABOR and Cash on Hand (both of which are still fully compliant). The biggest impact is that the announcement came after our audit was completed and after we were in receipt of our draft financial reports. The Auditor is updating those reports. This will cause a slight delay in reporting but we are still on track to meet all CSI and CDE reporting deadlines.

**Next Meeting: 17 Oct 2019**

[RETURN TO AGENDA](#)



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## **SACademic Committee September 2019 meeting**

Scoring Rubric	
1	Unsatisfactory
2	Complete, looking for significant improvement
3	Complete, improving but still below expectations
4	Complete, meets expectations

### **Members Present:**

- Cody Clark - HS Principal
- Leigh Florita – JH Principal
- Brent Reckman - K-2 Principal
- Cindy Borden – Business Teacher
- LeeAnne Sanders – Induction Lead, Farm Coordinator
- Autumn Coffee – Parent
- Sarah Drewlow – Board Member
- Dan Klenjoski – Board Member

### **Welcome and Review Protocols**

  4  

#### Meeting Protocols

- Start on time; end on time
- Members arrive prepared
- Technology for meeting use
- No sidebar conversations
- Focus eyes, ears, and heart on speaker and topic

### **1. Entrepreneurial Course discussion and review for final approval**

  4  

- Cindy Borden outlined the concept behind the new entrepreneurship program
- Consists of 4 courses
- Based on career and technical education standards
- Course content is taught online
- Two instructors supplement online content with in-person support
- Entrepreneurship Course
  - Cindy presented course syllabus
  - Students work toward designing their own business plan
  - Each student creates a 30-second marketing video
- Bookkeeping, Marketing, and Web Design Course
  - Introduces basic business principles and practices
- Business Writing and Critical Thinking Course

- Embedded instruction on writing and thinking skills
- Management, Leadership, and Community Engagement
  - Introduces students to a variety of leadership and management approaches
- Committee unanimously voted to approve course for presentation to the Board

## **2. Farm Course discussion and review for final approval**

4

- LeeAnne outlined the concept behind the new farm program
- Overarching goal: every kid in every grade participated in at least one nature-based lesson per year
- Farm Intern course to be piloted this year
  - Independent study elective
  - One period per day
  - 5 students develop and lead initial farm projects
  - Starting with garden beds for each grade level at North Campus
  - LeeAnne presented the course outline and curriculum map
  - Based on career and technical education standards
- Committee unanimously voted to approve course for presentation to the Board

## **3. Social Studies course sequencing quick discussion**

4

- Cody presented on potential changes to language around Social Studies requirements in the course guidebook
- 3.0 credits will be required and 4.0 recommended
- World Geography, Civics, and Economics will be the required courses
- Committee unanimously voted to approve changes for presentation to the Board

## **4. Updates to Graduation Requirements**

4

- Cody presented on potential changes to graduation credit requirements to match new CDE guidelines
- Add 0.5 computer/technology literacy requirement
- Add successful completion of a Facility Individual Career and Academic Plan (FICAP)
  - Creates a menu of options for individual students to meet graduation requirements
- Committee unanimously voted to approve course for presentation to the Board

**Next Meeting: October 21, 2019**

[RETURN TO AGENDA](#)



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Revised: September 2018

## Questions for direct reports

1. The CEO does a good job of setting and communicating work objectives and explaining how the work of our group contributes to achieving Strategic Plan goals and/or the Mission of the School.
2. The CEO does a good job of being accessible when needed and encourages open and honest two-way communication.
3. The CEO gives me regular, informal feedback on my performance and effectively coaches me on ways to improve.
4. I feel I can bring ideas, questions or concerns to the CEO without negative repercussions and feel my ideas are heard and considered.
5. When compared to last year, I see growth in my relationship with the CEO and see more opportunities for it to continue to grow over time.
6. Overall, I believe the CEO is doing a good job managing the Academy.





# The Academy

**“Pursuing Truth, Wisdom, Excellence”**

Mission Statement: The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.

## Graduation Requirements and course changes

In accordance with the new CDE graduation guidelines, the high school principal is requesting updates and additions be made to The Academy’s existing graduation requirements. A summary of the changes are listed here. The High School Principal will be at the Board work session to present further details and answer any questions the Board may have.

Beginning with the Class of 2021, in order for students at The Academy to graduate high school and receive a high school diploma they must meet both The Academy’s credit requirements and demonstrate their competence in English and Mathematics, as required by Colorado’s new Graduation Guidelines.

Colorado Graduation Guidelines are a road map to help students and their families plan for success after high school. In order to graduate from high school, students choose from a Menu of Options - adopted at the local school board level - to demonstrate Postsecondary and Workforce Readiness (PWR) in English and math. As stated above, the guidelines go into effect for the Class of 2021.

These additions will be reflected in a .5 elective requirement in technology as well as the adoption of CDE’s menu of options to demonstrate competency in English & Math.

With the implementation of the new graduation guidelines, we stay committed to our goal of a 100% graduation rate. Staff at The Academy will continue to ensure that our students are prepared to meet these requirements in order to earn their diploma and graduate on time. Our counseling department, in conjunction with the Pathway Parent Meetings, will support our students and families through this process.

1. Students must successfully complete a minimum of 24 credits including the completion of a specific subject area requirements.

Graduation Requirements for the Class of 2021 & Beyond				
Current			Proposed	
Standard	Scholar		Standard	Scholar

English			English	
4	4		4	4
Math			Math	
4	4		4	4
Science			Science	
3 (*2 lab based)	4		3 (*2 lab based)	4
Social Studies			Social Studies	
3	4		3	4
World Language			World Language	
2	3		2	3
Fine & Performing Arts			Fine & Performing Arts	
0	0		0	0
Computer Technology			Computer Technology	
0	0		<b>0.5</b>	<b>0.5</b>
Physical Education			Physical Education	
1	1		1	1
Academic Electives			Academic Electives	
2	2		2	2
General Electives			General Electives	
5	2		<b>4.5</b>	<b>1.5</b>

\*changes are in **bold**\*

2. Students will demonstrate competence in English and Math. Students will complete at least one of the following measures in English and Math as well as meet or exceed the corresponding cut score or criteria to demonstrate college and career readiness.

Testing Based Assessments:

*SAT*

English - 470

Math - 500

*ACT*

English - 18

Math - 19

*Advanced Placement (AP)*

English - 2

Math - 2

*Accuplacer*

English - 241 Reading or 236 Writing

Math - 255 Arithmetic (AR) or 230 on Quantitative Reasoning, Algebra, and Statistics (QAS)

*ACT WorkKeys*

English - Bronze level

Math - Bronze level

*Armed Services Vocational Aptitude Battery (ASVAB)*

English - 31

Math - 31

*International Baccalaureate (IB)*

English - 4

Math - 4

Performance Based Assessments

*Capstone*

English - Individualized

Math - Individualized

A capstone is the culminating exhibition of a student's project or experience that demonstrates learning. Capstone projects are district determined and often include a portfolio of a student's best work.

*Concurrent Enrollment*

English - Individualized

Math - Individualized

Institutions of higher education determine passing grades for credit.

*Industry Certificate*

English - Individualized

Math - Individualized

Receipt of the industry certificate and approval by the school-designated reviewer.



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## **New Courses**



New Courses  
9.2019.pdf