

LINCOLN ACADEMY



Executive Director Report May 2023

Prepared by:
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May 16, 2023

TABLE OF CONTENTS

SAFE, ORDELY, CARING _____	
PTO Silent Auction _____	3
Suspension Data _____	3
PRELIMINARY STAFFING UPDATE _____	
FUTURE LINCOLN _____	
Leopard Experience Team (LET) _____	6
Instructional Leadership Team (ILT) _____	7
ED GOALS FOR 2022-2023 _____	
STAFF PLAUDITS _____	

SAFE, ORDERLY, CARING

PTO Silent Auction

The Lincoln Academy PTO raised funds through an online silent auction to replace our gym sound and projection system. The online silent auction took place from April 14th to April 28th. The auction featured 127 times and included adventures away, activities, golf, gifts, dinners, tickets to cultural experiences and sports.

The parent and staff social took place at the Colorado Tap House on Friday, April 28th. It was an amazing event. It was so great to have so many people from the Lincoln Academy family gathered and we far exceeded our goals. Thank you PTO!!!

Suspension Data

Year	# of suspensions	% Of suspensions based on student enrollment	# Of individual students suspended	% Of students suspended based on student enrollment	Greatest # Of suspensions for 1 student	Greatest # Of school days missed to suspension	Police Contact
2022-23	51	6.8%	32	4.6%	9	3	2
2021-22	32	4.5%	13	1.8%	7	5	1
2020-21	12	1.7%	10	1.4%	2	3	0
2019-20	31	4.1%	24	3.1%	5	3	0
2018-19	31	4.2%	24	3.2%	4	3	0

Year	In-school	Out-of-school	# Of Males Suspended	# Of Females Suspended	White	Non-White	# Of Suspensions Grades K-2	# Of Suspensions Grades 3-5	# Of Suspensions Grades 6-8
2022-23	27	24	30	2	30	2	7 (2 students)	25(11 students)	19(19 students)
2021-22	1	31	10	3	11	2	16	3	14
2020-21	1	11	9	3	11	1	0	1	11
2019-20	5	26	16	8	16	8	2	8	14
2018-19	16	15	16	8	17	7	2	8	14

Reasons students have been Suspended

- Detrimental Behavior
- Disobedient/Defiant of Repeated Interference
- Destruction of School Property
- Other Violations of Code of Contact

Steps we will be taking to address misbehavior and create a more orderly, safe environment

- Continue to tweak the implementation of a consistent discipline system
- Continue to collect accurate data surrounding referrals and suspensions beyond this current year
- De-escalation training for staff and regularly revisit the uses of the taught strategies
- Utilization of strategies specifically geared towards engaging and supporting male students
- Middle School students more responsibility as leaders of the school
- Homeroom for all grade levels that will include social/emotional learning, buddy classroom support
- More staff presence in most important areas at the most important times of day
- More opportunities for student engagement through clubs, events, activities, assemblies, etc.

PRELIMINARY STAFFING UPDATE

Preliminary Staffing Update

<u>Staff Not Returning Next Year</u>	<u>Staff Moving to A Different Position</u>	<u>New Staff Members</u>	<u>Positions Open</u>
Alex Alvarez Social Worker Chloe Brass 4 th Grade Teacher Christine Westbrook 2 nd Grade Teacher Katherine Brassington Math Teacher Elizabeth Meyer-Chapman DSS (retiring) Joana Blum EA Carrie McCauley EA Jen Schneider PK	Lauren Kunau PK Teacher Taegen Haller 5 th Grade ELA Teacher Dawn Bennett 4 th Grade Teacher	Jenn Thomson Assistant Principal Sydney Nixon 2 nd Grade Teacher Richel Baker 2 nd Grade Teacher	6 th Grade Math 7 th Grade Math Social Worker Facilities Team Member

FUTURE LINCOLN

Leopard Experience (LET)

LET Purpose

- Cultivate positive culture and climate at LA by creating highly engaging and impactful student learning experiences during/outside the school day
- Impactful - Student, Class, School, Community, Future

A Quality Leopard Experience

- Promote positive community
- Span grade levels
- Allow students to showcase talents/gifts
- Leadership opportunities/mentorship
- Intentional
- Provide opportunities for student voice
- Students feel respected/trusted
- Consistency
- Sustainable
- Brings community to us/makes us stand apart from other charters
- Parent involvement
- Promotes risk-taking

Current Leopard Experience Research and Proposals

- Fall Clubs
- 23-24 Field Trips
- Signature Experiences
- Character Education
 - Houses
 - Pride Paws
 - Class economy
 - Service learning
 - Link training/8th grade leadership
- Buddies
- Staff Experiences
- Community Events (Welcome BBQ, Grandparents' Day)

Instructional Leadership Team (ILT)

ILT Work for 2023-2024 Starting at the August 1st ILT Retreat

How do we ensure that our universal instruction meets the affective and academic needs of our students?

- Utilize the most current data to drive our work
- Determine which elements of Leopard teaching and learning our school will focus on during the 2023-2024 school year
- Determine PD for all staff
- Determine vertical team work
- Determine how we will eliminate current practices that do not promote Leopard teaching and learning
- ILT members as Lead Learners

Leopard Teaching (Great Teaching):

- Tailored instruction to students exact next steps to maximize growth and learning.
- Excellent relationships with students which builds great management into classrooms and maximizes the amount of learning time that can happen.
- Pedagogical expertise that puts the cognitive load on students and is engaging.
- Well-informed, well-educated individuals who know the best teaching practices and model Leopard Pride and integrity to their colleagues and students.
- Teachers who are experts in all these areas are passing on great pedagogy to other staff members so that all staff can reach their highest potential.

Leopard Learning (Great Learning):

- Information is presented in a way that fascinates students and captivates their minds and imaginations.
- Curiosity is constantly fostered, and learning is joyful.
- Learning takes place in a safe, caring environment where students are known and valued.
- Students have great opportunities to ask questions, make mistakes, think deeply, and build perseverance in the pursuit of knowledge.
- Information and skills are practiced in ways that takes the learning to mastery.
- Engagement happens because of a variety of learning techniques like discovery, engaging in well organized group projects, investigating primary sources, using the scientific method, etc.
- Students are held accountable for mastering skills, gaining learning, and being a positive contributing member of the school and community.

FUTURE LINCOLN



ED GOALS FOR 2022-2023

1. Academic Performance

- a. Oversee professional development/instructional coaching system that supports teachers with utilizing data and research-based best practices to meet the academic and social/ emotional needs of ALL students.
- b. Ensure a comprehensive and aligned Core Knowledge education with fidelity.
- c. Regularly track and report student academic progress. Adjust academic instruction and support based on student achievement levels.
- d. Recognize academic excellence and growth with students, families, and teachers.

Performance Target:

Math: When compared to the 2021-2022 school year data, each grade-level will show an increase of 2-3 median growth percentiles with a minimum median growth percentile of 55. This does not apply to grades already at the 65th percentile or above.

Reading: When compared to the 2021-2022 school year data, each grade-level cohort will demonstrate an increase of two to three median growth percentiles with a minimum value median growth percentile of 50.

2. Finance, Facilities, Operations

- a. Determine the impact of programs and staffing/job descriptions in reaching our mission and vision. Adjust in these areas to better support our mission and vision into the future. This will include looking closely from a cost perspective.
- b. Determine a process for replacement of Building B.
- c. Work with the finance team and administration to research jobs, salaries, etc. at similar charter schools to support operations and retention of staff.

Performance Target:

By the end of June 2023, complete the following related to Building B replacement.

- *Update the master feasibility and cost study.*
- *Begin investigation options for remodeling and/ or new structures, including estimates for costs.*
- *Begin researching possible funding sources.*

The salaried staff retention rate will be 91% of those eligible to return to Lincoln Academy.

3. Climate and Culture

- a. Develop a safe, orderly, and caring school culture and environment.
- b. Support the social-emotional needs of all Lincoln Academy students.
- c. Utilize a discipline system that supports a safe, orderly, and caring school environment.
- d. Develop a school climate and culture where all stakeholders love coming to Lincoln.

Performance Target:

A decrease of at least 20% in the number of discipline referrals and suspensions.

Family and Staff Satisfaction surveys positive responses to exceed 2021-2022 by 3%.

STAFF PLAUDITS

K-3rd Grade Teachers/Teams (Teachers and Educational Assistants)

Each of these individuals/teams have demonstrated significant improvement in student achievement/growth data as measured by MAP and/or Acadience assessments.

Characteristics of individuals/teams that are demonstrated daily include use of data, thoughtfully planning and working together, embracing new members into the team culture, being great problem-solvers, loving all students, having high expectations for students and themselves.

Alysha Sidlar

Aysha is dedicated to helping all students to be successful. She works hard to make sure student needs are met. She has been very willing to substitute teach in a moment's notice which she always does quite effectively. She is the epitome of a great staff member.

Holly Fothergill

Holly is dedicated to providing her students in small group with very targeted support. She also is very thoughtful in supporting other staff members. Holly brings an aura of positivity every day to work.

Christine Westbrook

Christine has high expectations for her students. She takes on feedback and applies it in her classroom in a thoughtful way. She has worked hard to meet both the academic and affective needs of her students. In math, the majority of her students have demonstrated significant growth.

Leigh-Anne Turano

Leigh-Anne is extremely hard-working and has great relationships with students and staff. She is a great advocate for our middle school students. Her work is always of utmost quality, and she goes above and beyond her duties on a daily basis.

Asami Nash

Asami has great relationships with her students at the same time she has high expectations. Her students have a great deal of trust and respect for her. In Asami's classes, students consistently demonstrate a high-level of achievement and growth.

Karen Dwyer

Karen is very student focused. She always builds off the strengths of her students. In Karen's ALP small groups, students are always provided with rigorous instruction that meets both their academic and social/emotional needs. The students and families trust Karen as a confidante and an advocate for them.

Ashlyn Helm

Ashlyn is a very calm and patient teacher who develops a classroom culture of kindness and expectations. She has done an amazing job of supporting students developing as readers as was measured by Acadience. Additionally, Ashlynn is a great teammate and staff member.

Paul Hurst

Paul has worked hard to create opportunities to get to know students and families at Lincoln Academy. When staff bring up concerns, he listens to them and makes sure they are not only a part of the problem-solving process but also that they are good with the outcome moving forward. He has taken to heart feedback he has received in improving as a school leader.

Ryan Younkerman

Ryan has been a great advocate for students, especially in very difficult situations. Rather than just admire problems, he is looking to solve problems. He has worked hard to listen to staff members and empower them to provide students with what they need to grow both academically and social emotionally.

2022-2023 Executive Team Report

Stephanie Trowbridge, Board President

May 2023

1. Agenda Meeting

Mr. Schoenhals, Amanda and Stephanie met at the beginning of May. We will discuss ED goal update, 2023-2024 staffing update, enrollment numbers and suspension data at this month's meeting.

2. Recruitment

We have an adjunct member prospect coming to meet the Board. Stephanie is connecting with Doug on the best way to present this candidate. He will be in attendance.

3. JCSC Update

JCSC meetings continue. It might be helpful for someone on our board to be present during those meetings or possibly have a rotating schedule. The new Board can discuss.

4. Committee Support

Stephanie has a possible committee recruit to introduce to confirmed chairs after the May meeting. A new chair for SAC will need to be selected during the New Board meeting. A PTO assignment for each meeting will be expected for next year starting in August usually.

5. Other

Mr. Schoenhals' evaluation is being completed. Board review was done via survey. Both will be reviewed at this month's meeting. A Board workshop is highly recommended for June, prior to the Administration planning for next year's goals.

6. Training Material

Stephanie finished the playbook and sent it to the Governance along with the whole Board to review and make final edits. This can be a working document as changes are made, current events are added, and By-laws reviewed. Stephanie also put together a one-page Board On-Boarding Resource. Both are available in Share Point.

Facilities Committee Report May 2023

The facilities committee is responsible for providing guidance, oversight, and, when appropriate, specialized expertise to the operations team in order to create and maintain a safe, healthy, and functional campus. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.

Committee Members in attendance: Lori Woods (Operations Manager), Norm Miendl (Facilities Manager), Alicia Borrego (Committee member) & Micah Gilbreath (LA Board Chair)

Facilities meetings will typically occur the first Friday of every month.

Next meeting June TBD, check the Lincoln Website under the Board of Directors Page

Contact Micah Gilbreath if you would like to join this committee micahgilbreath@lincolnacadey.net

Executive Summary

- 72nd Project Update
- Update for Lincoln Internal sitework
- Rental Properties update

72nd Project update <https://arvada.org/w-72nd-avenue-project>

Internal drive lane/parking lot project:

- Notice of Award given but contract documents on hold until lighting design can be added
- Ulteig lighting (in progress)
- Contract signed with MVP for playground turf
- No comments so far with DPFC
- On schedule for construction to begin May 30th with the closure of Oak Street
- 72nd and Oak Street intersection will be closed from May 30th – June 9th

Rental Properties update: DELAY CONTINUES

- Daily calls, e-mails: Lincoln, Ulteig, City, SEMA
- Utilities are the delay, permitting process with entities.
- Major demolition work will occur over the weekend if school is still in session.
- Building Corp and Operations team will send out community communication 1 week prior to house removal while school in session.
- Watching contract extension, might have to extend further.

Other:

If final budget for current school year (2022-2023) is approved these facilities projects will occur over summer break:

- Student center carpet to be removed and replaced to hard material.
- Commercial Freezer and electrical upgrade
- Replacing the plow on the truck

The following will be delayed to the 2023- 2024 budget and school year.

- Doors (due to schedule vendors availability)
- UTV
- Other

Proposed Motions:

Motion: None this month

Finance Committee Report

The finance committee is responsible for planning, monitoring and recommending the yearly budget to the Board of Directors. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.

Executive Summary

- 2022-2023 Working Budget Update
- Lease Appropriation

April 2023 Financial Review:

- YTD Revenue of \$8.9 million
- All unused budget released and reallocated as needed
- Capital Construction updated based on 2021-2022 headcount per Jeffco
- No carryforward drawdown taken in 2022-2023
- Projected EOY margin at \$43k; excluding special projects in current school year \$623k

Motion: Move to approve the 2022-2023 budget as presented including a Contingency Reserve Appropriation of \$4,483,726 to be compliant with C.R.S. 22-44-106.

Lease Appropriation:

- Approve 2023-24 facilities lease

Motion: Motion to approve the 2023-2024 Lease Appropriation Resolution as presented.

Proposed Motions

- Motion to approve the 2022-2023 budget as presented including a Contingency Reserve Appropriation of \$4,483,726 to be compliant with C.R.S. 22-44-106.
- Motion to approve the 2023-2024 Lease Appropriation Resolution as presented

Contact Amanda Corrion if you would like to join this committee amandacorrion@lincolnacademy.net.



Account		Prior Year			Current Year		Current Year	Current Year	
Number	Description	Total	Estimated Revenue	Budget	Operational Funds	Capital Funds	Total	Variance	Percent Spent
	Prior Year Carryforward	5,237,910.70			3,339,826.06	2,495,639.44	5,835,465.50		
401000	Commissions/Profits	1,968.03	8,663.00	0.00	1,847.43	-	1,847.43	6,815.57	21%
401400	Ticket Sales	1,195.00	1,668.00	0.00	1,005.00	-	1,005.00	663.00	60%
408000	Resale	20,984.41	20,000.00	0.00	21,068.36	-	21,068.36	(1,068.36)	105%
409000	Sales-Fund Raising	3,120.50	12,846.00	0.00	3,931.71	-	3,931.71	8,914.29	31%
411000	Prop Tax-Mill Levy Override	1,353,584.50	1,378,502.00	0.00	1,467,283.60	-	1,467,283.60	(88,781.60)	106%
415000	Earnings On Investments	3,587.35	40,000.00	0.00	-	55,971.53	55,971.53	(15,971.53)	140%
419000	Other Revenue	1,905.89	1,137.00	0.00	9.14	-	9.14	1,127.86	1%
433000	State Revenue - Other	231,321.69	269,858.00	0.00	-	194,055.88	194,055.88	75,802.12	72%
434000	Exceptional Children Revenue	75,955.04	99,636.00	0.00	99,636.00	-	99,636.00	-	100%
450000	Transfers PPR	6,329,619.58	6,943,281.00	0.00	6,974,988.12	-	6,974,988.12	(31,707.12)	100%
450000	Transfers Bond	516,226.45	459,559.60	0.00	-	297,091.08	297,091.08	162,468.52	65%
451000	Fees/Dues	71,917.16	82,817.00	0.00	93,163.25	-	93,163.25	(10,346.25)	112%
455000	Tuition from Individuals	251,557.62	253,895.00	0.00	251,104.06	-	251,104.06	2,790.94	99%
461000	Building Rental	12,300.00	15,796.00	0.00	6,130.00	-	6,130.00	9,666.00	39%
474000	Transportation - Field Trips	37,085.85	49,968.00	0.00	35,613.10	-	35,613.10	14,354.90	71%
482000	Activity Revenue	8,430.00	21,711.00	0.00	11,447.50	-	11,447.50	10,263.50	53%
493500	Proceeds-Surplus Property	625,000.00		0.00	-	-	-	-	n/a
498000	Donations	11,125.00	40,000.00	0.00	35,641.00	-	35,641.00	4,359.00	89%
499000	Miscellaneous Revenue	-	600.00	0.00	-	-	-	600.00	0%
950500	Mandatory Transfers State Intercept	(526,540.61)	(459,559.60)	0.00	(29,193.16)	(267,897.92)	(297,091.08)	(162,468.52)	65%
	Revenues	9,030,343.46	9,240,378.00	-	8,973,675.11	279,220.57	9,252,895.68	(12,517.68)	100%
	Available	14,268,254.16	9,240,378.00		12,313,501.17	2,774,860.01	15,088,361.18	(12,517.68)	163%
511700 - 521000	Adminstration			338,336.00	288,920.99	-	288,920.99	49,415.01	85%
521100	Teacher	2,684,267.90		2,905,023.00	2,329,626.79	-	2,329,626.79	575,396.21	80%
521900	Substitute Teacher	24,725.00		35,000.00	25,990.00	-	25,990.00	9,010.00	74%
522100	Counselor	25,685.39		23,470.00	21,335.21	-	21,335.21	2,134.79	91%
522200	Teacher Librarian	73,247.00		75,522.00	62,578.75	-	62,578.75	12,943.25	83%
524200	Coordinator - Classified	110,822.49		151,222.00	124,893.25	-	124,893.25	26,328.75	83%
526200	Instructional Coach	120,332.00		129,734.00	107,846.29	-	107,846.29	21,887.71	83%
529200	Occupational Therapist	34,315.93		41,266.00	24,565.29	-	24,565.29	16,700.71	60%
529400	Nurse	31,468.30		25,500.00	21,663.60	-	21,663.60	3,836.40	85%
529600	Social Worker	65,868.00		124,800.00	63,899.12	-	63,899.12	60,900.88	51%
529800	Speech Therapist	42,445.92		49,410.00	39,528.90	-	39,528.90	9,881.10	80%
552100	School Secretary	205,981.19		240,753.00	185,807.38	-	185,807.38	54,945.62	77%
557100	Paraprofessional	581,100.13		726,170.00	577,941.52	-	577,941.52	148,228.48	80%
557600	Clinic Aides	26,674.36		27,824.00	22,941.17	-	22,941.17	4,882.83	82%
591100	Custodian	105,514.38		142,864.00	107,674.42	-	107,674.42	35,189.58	75%
591400	Campus Supervisor	64,752.79		64,708.00	56,190.56	-	56,190.56	8,517.44	87%
599400	Unused Sick Leave	32,744.37		25,000.00	786.44	-	786.44	24,213.56	3%
599810	Additional Pay - Certificated	12,050.00		15,000.00	1,695.00	-	1,695.00	13,305.00	11%
599820	Additional Pay-Classified	1,250.00		1,750.00	2,021.15	-	2,021.15	(271.15)	115%
599830	Additional Pay-Administrative	-		1,750.00	200.00	-	200.00	1,550.00	11%
	Salaries	4,682,741.05		5,145,102.00	4,066,105.83	-	4,066,105.83	1,078,996.17	79%
699000	Employee Benefits	1,276,448.77		1,548,834.00	1,176,111.19	-	1,176,111.19	372,722.81	76%
	Benefits	1,276,448.77		1,548,834.00	1,176,111.19	-	1,176,111.19	372,722.81	76%
	Total Salaries and Benefits	5,959,189.82		6,693,936.00	5,242,217.02	-	5,242,217.02	1,451,718.98	78%
701000	Mileage And Travel	47.04		1,100.00	53.94	-	53.94	1,046.06	5%
702000	Employee Training & Conf	5,858.56		18,350.00	2,940.46	-	2,940.46	15,409.54	16%
703000	Awards And Banquets	-		0.00	-	-	-	-	n/a
708000	Background Verifications	1,810.50		2,500.00	1,945.65	-	1,945.65	554.35	78%
710000	Meals/Refreshments	6,153.74		7,805.00	2,453.82	-	2,453.82	5,351.18	31%
713000	Student Transportation	6,424.36		10,500.00	5,416.95	-	5,416.95	5,083.05	52%
715000	Student Admission/Entry Fees	33,877.47		43,000.00	33,747.81	-	33,747.81	9,252.19	78%
721000	Legal Fees	4,365.00		5,000.00	410.00	-	410.00	4,590.00	8%
723000	Printing	-		1,100.00	-	-	-	1,100.00	0%
731000	Contracted Services	150,884.22		173,795.00	141,461.12	-	141,461.12	32,333.88	81%
735000	Bank Fees & Other Expense	120.46		3,600.00	-	3,158.73	3,158.73	441.27	88%
743000	Equipment Rental	1,648.69		5,500.00	884.69	-	884.69	4,615.31	16%



Account		Prior Year			Current Year		Current Year	Current Year	
Number	Description	Total	Estimated Revenue	Budget	Operational Funds	Capital Funds	Total	Variance	Percent Spent
745000	Contract Maint/Eq Repair	4,943.45		10,100.00	2,208.08	-	2,208.08	7,891.92	22%
745500	Technology Services	59,052.72		58,055.00	44,336.48	-	44,336.48	13,718.52	76%
746000	Const Maint/Repair-Bldg	41,336.38		59,827.00	114,185.65	-	114,185.65	(54,358.65)	191%
747000	Software Purch/Lease	-		0.00	-	-	-	-	n/a
752000	Marketing - Advertising	3,018.23		500.00	4,562.64	-	4,562.64	(4,062.64)	913%
761000	Natural Gas	18,363.68		22,475.00	26,781.44	-	26,781.44	(4,306.44)	119%
764000	Electricity	64,922.09		70,800.00	63,743.00	-	63,743.00	7,057.00	90%
765000	Voice Communication Line	13,344.54		13,860.00	10,365.77	-	10,365.77	3,494.23	75%
766000	Water & Sanitation	17,888.68		19,595.00	14,817.14	-	14,817.14	4,777.86	76%
768000	Postage	288.08		600.00	249.40	-	249.40	350.60	42%
769000	Permits/Licenses/Fees	19,925.56		18,604.00	23,665.44	-	23,665.44	(5,061.44)	127%
770000	Risk Management Charges	88,648.28		93,500.00	76,633.74	-	76,633.74	16,866.26	82%
770800	Unemployment Comp Insur	11,511.20		15,520.00	7,340.50	-	7,340.50	8,179.50	47%
781000	Lease Purch-Other-Principal	175,000.00		140,000.00	-	140,000.00	140,000.00	-	100%
781500	Lease Purch-Other-Interest	284,686.42		319,024.00	-	319,024.10	319,024.10	(0.10)	100%
950000	Transfers District Fees	787,010.34		850,139.00	852,399.40	-	852,399.40	(2,260.40)	100%
	Purchased Services	1,801,129.69		1,964,849.00	1,430,603.12	462,182.83	1,892,785.95	72,063.05	96%
804000	Fund Raising	-		1,500.00	-	-	-	1,500.00	0%
805000	Materials/Supplies-Other	11,633.56		21,000.00	9,423.92	-	9,423.92	11,576.08	45%
806000	Materials/Supplies Resale	16,788.88		20,600.00	5,796.56	-	5,796.56	14,803.44	28%
810000	Office Material/Supplies	3,267.21		3,500.00	1,651.04	-	1,651.04	1,848.96	47%
810001	Office Equipment - Under \$5K	6,111.98		29,850.00	25,740.48	-	25,740.48	4,109.52	86%
812000	Clinic Supplies/Materials	463.23		1,250.00	527.82	-	527.82	722.18	42%
814000	Custodial Supplies	12,718.14		17,200.00	12,607.55	-	12,607.55	4,592.45	73%
820000	Instructional Material/Supply	81,007.18		108,035.00	40,693.37	-	40,693.37	67,341.63	38%
820001	Instructional Equip-Under \$5K	78,883.24		23,000.00	22,550.04	-	22,550.04	449.96	98%
822000	Textbooks	5,293.27		35,000.00	1,119.04	-	1,119.04	33,880.96	3%
823000	Copier Usage	24,795.00		26,600.00	24,918.39	-	24,918.39	1,681.61	94%
824000	Testing Materials	866.30		1,500.00	618.36	-	618.36	881.64	41%
826000	Graduation Materials	39.34		500.00	-	-	-	500.00	0%
829000	Athletic Supplies	-		0.00	-	-	-	-	n/a
840000	Maint Materials/Supplies	14,785.65		23,263.00	17,310.11	-	17,310.11	5,952.89	74%
852000	Vehicle Fuel Expense	-		0.00	-	-	-	-	n/a
870000	Library Materials	2,904.25		3,200.00	2,776.56	-	2,776.56	423.44	87%
885000	Miscellaneous Expense	-		500.00	-	-	-	500.00	0%
889000	Consumable Supplies	150.12		500.00	12.47	-	12.47	487.53	2%
	Materials and Supplies	259,707.35		316,998.00	165,745.71	-	165,745.71	151,252.29	52%
930000	Building Improvements	412,761.80		463,158.00	385,690.46	-	385,690.46	77,467.54	83%
	Capital Outlay	412,761.80		463,158.00	385,690.46	-	385,690.46	77,467.54	83%
	Total Expenditures	8,432,788.66		9,438,941.00	7,224,256.31	462,182.83	7,686,439.14		
	Pre-Adjusted Carryforward	5,835,465.50			5,089,244.86	2,312,677.18	7,401,922.04		
	Encumbrances	-		-	-	-	-		
	Requisitions	-		-	-	-	-		
TABOR (school enters amount)				234,656.28					
	Adjusted Carryforward	5,835,465.50			5,089,244.86	2,312,677.18	7,401,922.04		

Name	Score	Stephanie Trowbridge	Doug Neely	Lacy Cleveland	Sarah Wasinger	Amanda Corrion
Determine the School's Mission and Purpose						
All board members are familiar with the school's mission and vision statements.	5	5	5	5	5	5
The current mission and vision statements are appropriate for the school's role in the next three to five years.	4.8	5	5	4	5	5
The board's policy decisions and the school's programs and services reflect the mission.	4.6	5	5	4	4	5
Total:	4.80	5.00	5.00	4.33	4.67	5.00
Would you like to provide any comments or context to your ratings for this section?		In the past three years we have had increasing focus on making decisions which reflect the Mission and Vision of LA.		Lincoln has been in crisis mode for the past few years for a variety of reasons. In the last year things have settled, for the teachers, for the students and administration. Their has been a needed push for culture change. Now we need to utilize the strong culture to pursue academic excellence.	I am hopeful about the programs and services for the future of Lincoln. It feels that we have been struggling with discipline in a way that leaves students uncertain of boundaries which leads to an uncomfortable and potentially hostile environment for both students and teachers. I am unsure that we are fostering the success of all students at this point. Extracurricular programs have the potential to cultivate	

					we have had transition and Covid which have dominated leadership time and necessitated a great deal of investment in our staff. Now that the relationships have been built and teachers feel valued and free to express their dreams and desires for students, I think we will see improvements in school culture. The board needs to assure outcomes at this point. Despite the difficulty in scheduling and bringing families into the school, I think there	
How can the board improve its performance in this area?		Continue to keep it at the forefront, but also messaging with the community.				
Select and Support the School Leader and Review His or Her Performance Periodically						
The board policy clearly spells out the responsibilities of the Executive Director.	4	4	4	4	4	4
The board respects the responsibilities distinct to the Executive Director.	4.4	4	4	4	5	5
The board assesses the Executive Director in a systematic and fair way on a regular basis.	3.6	4	3	3	3	5
Total:	4.4	4.50	4.33	4.00	4.33	4.83
					The style of our official board policy is awkward to identify responsibilities of the Executive Director. However, I think a great deal has been done to clarify the role and it is well understood.	
Would you like to provide any comments or context to your ratings for this section?						

		An improved rubric for the ED's goals for easier assessments and being able to take the time to evaluate him or her more robustly with the staff, a 360 or something else will give more concrete feedback.	This year the evaluation was later in the year due to changes being made. In future years, it will be particularly important to be on top of the evaluation process.		We need to obtain data from the administrative team and staff.	The Board needs to formalize the review process and make the review dates relevant to ED goals/objectives.	
How can the board improve its performance in this area?2							
Approve and Monitor the School's Programs and Services							
The board is knowledgeable about the school's current programs and services.	4	4	4	4	4	4	4
The board knows the strengths and weaknesses of each major school program.	3.8	4	3	4	4	4	4
The board periodically considers adopting new programs, and modifying or discontinuing current programs	3.4	3	4	4	4	2	4
Total:	3.73	4.22	4.11	4.00	4.00	4.56	
Would you like to provide any comments or context to your ratings for this section?3			The adoption of the new math program was a positive.	Having administrative leaders at in school and after school events present is beneficial.	I think the board is more aware of successful programs and less aware of the weaknesses. Weaknesses seem to come to the Board only when something goes very wrong. (3 math teachers in one grade, teacher resignations...) In an effort to stay "out of the weeds", the Board doesn't ask for/receive ongoing updates of the struggles that are taking place. I didn't think it was in the Board's responsibilities to adopt/modify/discontinue		

					There probably should be some discussion about when issues should be brought to the Board. Would the Board have insisted that STEM continue in 7/8 when a good teacher couldn't be found? No, but given the strong feelings and history of STEM (and electives) it would be good to be informed of the program changes. The Board might be wise to ask what lessons were learned by the loss of teachers this year. Are there parts to change in	
How can the board improve its performance in this area?3		Being more aware of struggling grades and interventions for them would be helpful.	There are some areas that the board hasn't necessarily evaluated such as the middle school STEM program.			
Ensure Effective Fiscal Management						
The board discusses thoroughly the annual operating budget of the school before approving it.	4.2	4	4	4	5	4
The board takes advantage of the budget process to consider the most effective allocation of limited resources.	3.8	3	4	3	4	5
The board receives financial reports on a regular basis that are understandable, accurate, and timely.	4.2	3	4	4	5	5
The board requires an annual audit and considers all recommendations made in the independent auditor's report and management letter.	4.6	5	4	5	4	5
Total:	4.2	4.08	4.08	4.00	4.15	4.62
Would you like to provide any comments or context to your ratings for this section?4				A special budget only meeting might be a good idea. It reliefs the length of the regular board meeting.	It doesn't feel like there are many decisions to be made given the high demands and limited resources.	
How can the board improve its performance in this area?4		The finance council does a great job. Understanding the long term plan of finances would be beneficial.			Partnering with admin in evaluating the staffing structure will be important as time goes on.	
Engage in Strategic Planning						

The board focuses much of its attention on long-term significant policy issues rather than on short-term administrative matters.	3.8	4	3	3	5	4
The board has a strategic vision of how the school should be evolving over the next three to five years.	3.8	4	4	3	5	3
The board periodically engages in a strategic planning process that helps it consider how the school should meet new opportunities and challenges.	4.4	4	4	5	5	4
Total:	4	4.06	4.00	3.94	4.31	4.44
Would you like to provide any comments or context to your ratings for this section?5					The short term matters are not the responsibility of the Board and I think the Board does fairly well staying out of those matters. It is still important for the Board to be aware of them as it affects strategic goals in terms of culture, staffing, etc.	
How can the board improve its performance in this area?5		I'm proud of our strategic plan and hope this can continue in the coming years.	Last year a significant amount of time was spent on strategic planning. It might have been good to review the strategic plan a bit more this year.			
Carefully Select and Orient New Board Member						
The board has an effective process to identify the qualification and expertise that new board members should bring to the school.	3.2	3	4	3	2	4
The board cultivates and recruits candidates who possess the qualities needed to strengthen board composition.	3.6	3	4	4	3	4
The board provides new members with a comprehensive orientation to board responsibilities, the school's programs and services, and administrative procedures.	3	3	3	3	3	3
The board has established policies for length of board service and rotation of board members.	4	3	4	5	5	3
Total:	3.45	3.85	3.95	3.9	4.1	4.25
Would you like to provide any comments or context to your ratings for this section?6					There is some success in cultivating new members.	

					The approach of asking staff for recommendations of families to invite has worked well in my opinion. Lacy has been very proactive in reaching out to the community and it has paid off. Continuing this effort is essential.	
How can the board improve its performance in this area?6		Our recruiting was much stronger this past year than previously. We have the playbook to help with orientation and other trainings.				
Understand the Relationship between Board and Staff						
The respective roles of the board and staff are clearly defined and understood.	4.6	4	5	5	5	4
A climate of mutual trust and respect exists between the board and the Executive Director.	4.6	4	5	4	5	5
The board gives the Executive Director enough authority and responsibility to lead and manage the school successfully.	4.4	4	4	4	5	5
Total:	4.53	3.87	4.04	3.96	4.22	4.30
Would you like to provide any comments or context to your ratings for this section?7						
		ED driven agendas can be stronger, ED leading in the topics of facilities and finance are welcome.				
How can the board improve its performance in this area?7						
Understands legal requirements						
Our board has a conflict of interest policy that's comprehensive and effective.	4.75	5	5	5		4
Our board never goes into Executive Session without properly noticing the statutory reason in a timely manner and voting to enter Executive Session.	4.6	4	4	5	5	5
The board knows the requirements of the Sunshine law and its implications for our actions, such as not discussing school business on email with fellow board members (unless it is with only one ind...	5	5	5	5	5	5
The board has a policy for Colorado Open Records Act (CORA) requests and knows who is responsible to answer and in what time frame.	4.4	4	5	3	5	5
Total:	4.68	3.96	4.15	4.04	4.31	4.37
Would you like to provide any comments or context to your ratings for this section?8						
How can the board improve its performance in this area?8						
Organize Itself so that the Board Operates Efficiently						
Board members are familiar with the bylaws and charter contract.	3.8	3	4	4	3	5
The board regularly reviews its policies, procedures, bylaws, and charter contract.	4	4	4	4	3	5
Board members receive clear and succinct agendas and supporting written material sufficiently prior to board and committee meetings.	4	4	2	4	5	5
The agendas of board meetings focus on substantive issues appropriate for board consideration.	3.8	4	3	3	5	4
Board members have adequate opportunities to discuss issues and ask questions.	4	4	4	4		4
Board meetings are reserved for strategic discussions, not information sharing.	3.8	4	3	3	4	5
Current committee structure contributes to board productivity.	4.6	4	4	5	5	5
Committee assignments reflect the interests, experience, and skills of the board members	4.6	4	4	5	5	5
Each committee has a stated purpose and an annual plan of work.	4	4	4	3	5	4
Policies regarding committee assignments offer adequate opportunities for leadership development.	4.2	3	4	5	5	4
Total:	4.08	3.92	4.00	4.03	4.34	4.43

Would you like to provide any comments or context to your ratings for this section?9					I find myself sharing information at Board meetings because I feel unsure that the reports have been read.	
How can the board improve its performance in this area?9				A great deal of board time is more focused on information sharing, not visioning.		
Ensure Sound Risk Management Policies						
The board has approved a policy to enable the school to manage and reduce risks to a tolerable level.	4	4	4	4	4	4
The board has an adequate amount of liability insurance to cover board members and staff in the event of lawsuits filed against them as individuals or against the school as a whole.	4.4	5	4	4	5	4
The board periodically reviews all of the insurance carried by the school to ensure that it is adequate, meets the requirements of the charter contract, and is competitively priced (e.g., director...	4.2	4	4	5	4	4
Total:	4.20	3.95	4.00	4.05	4.34	4.40
Would you like to provide any comments or context to your ratings for this section?10					This is an area we tend to entrust to our experts in operations and finance.	
How can the board improve its performance in this area?10					It is working well because we have people in place who notify the Board of any significant variations, but the Board might do well to explain the policies (and choices that have been made) to incoming members.	
Total:	84.17	82.83	83.33	80.48	85.55	90.40