

FAMILY SURVEY RESULTS

2023-2024

PTO REPRESENTATIVE:

MAUDRA PACHECO-DICKERSON

COMMUNITY MEMBER: KRISTI GEISZ

BOARD MEMBER: SARAH WASINGER

—
APR
16



Results
Combined
4/16/2023

PARENTS: SHANNON GANTENBEIN, CARRIE
MATTER, ROB MCCREADY, AMI PAULSEN,
GORDON WU, BRANDON DEVITO

STAFF: DAWN BENNETT, KAYLI COOPER,
KAREN DWYER, RYAN YOUNKERMANN

RESULTS SUMMARY

SCHOOL ACCOUNTABILITY COMMITTEE

The **mission** of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich education in a safe, orderly, and caring environment.

Educating with

LINC
Academy
Charter



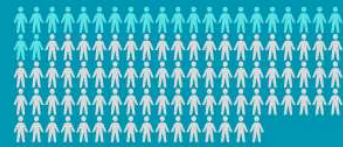
Results Overview INTRODUCTION

SAC meets to discuss the survey results and to identify key family concerns. This year, the committee noted concerns in the following areas:

1. **Uncertainty regarding change including staffing, electives, and school culture**
2. **Academic rigor- some finding it excessive and others finding it lacking**
3. **Social and emotional learning and expectations**
4. **Communication including website, Parent Academies, and policy consistency**

Each of these topics is addressed by the Administrative Team and/or the School Accountability Committee within this report. If you would like to further discuss these concerns or you have concerns not addressed here, please reach out at info@lincolnacademy.net to be contacted by an appropriate staff or Board member.

PARTICIPATION OF THE COMMUNITY 2023



We estimate that in the 2023 School year we estimate that 17-23% of our community took part in the survey.

2023 PARTICIPATION

138 in PreK-4,
82 in grades 5/6,
61 in grades 7/8

(Some respondents
have children in
multiple grade
levels)



2022 PARTICIPATION



2021 PARTICIPATION



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The 2022-23 school year brought many new staff, students, and families into the Lincoln community. We understand it also brought an unfortunate number of traffic disruptions as part of the 72nd Avenue Widening Project (which will be a valuable asset to our community when it is finished!). As with any experience of change, there have been successes, challenges, and silver linings.

Your feedback on the Family Survey helps us know where we shine and where we need to improve. The administration and staff are embarking on visionary work to make Lincoln Academy the best school for all our students and families. The School Accountability Committee, as representatives of the Lincoln community, are excited for the forthcoming communication and collaboration with families that will energize our community.

Our survey asked many questions regarding Academic, Physical, Artistic, and Social/Emotional goals outlined in Board Policies. Click this [link to read the policies](#) governing Lincoln Academy on the Board website. The Board and Administration will use your responses to evaluate our performance according to these foundational goals.

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Key Family Concerns

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1. Uncertainty regarding change including staffing, electives, and school culture

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2. Academic rigor- some finding it excessive and others

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3. Social and emotional learning and expectations

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4. Communication including website, Parent Academies, and policy consistency

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Statistics on Prior Year's Assessments



● SURVEY PARTICIPATION

2023 SURVEY OVERVIEW



"The journey of life is not always smooth, and we may encounter many obstacles along the way. But it is these obstacles that teach us the most valuable lessons and help us grow into the people we are meant to be."

...We must embrace the challenges that come our way, and view them as opportunities for growth and transformation. It is through our struggles that we learn to be resilient, to persevere, and to have faith in ourselves and in our journey. And as we continue on this path of self-discovery and personal growth, we must remember to be kind to ourselves, to be patient, and to trust in the journey, knowing that it will lead us to where we are meant to be." - Mary Oliver.

.....

We would like to express our gratitude for the feedback and concerns that have been shared with us regarding our report. While we understand that some of these concerns are not addressed in the report, we want to assure you that each concern has been taken seriously, and we have created individual action items with the Administration team to investigate and address them. We appreciate your valuable input, which helps us improve our work and better serve our stakeholders. Thank you for your trust and continued support.



We're investigating improved engagement opportunities for the 2024 survey.

WE ALL HAVE A VOICE

SAC is concerned that the low response rate (approximately 25% across grade levels) does not adequately represent our families' needs. SAC recommends returning to paper Survey announcements in Monday folders (K-4), posting the Survey notice on MS Snapshot, and posting the QR code in school common areas for parent volunteers and classroom visitors. Options should be researched to allow for a drawing for spirit gear or other donated prize while preserving the anonymity of the survey.

● #1 FAMILY CONCERN:

FAMILIES EXPRESSED UNCERTAINTY ABOUT CHANGE INCLUDING STAFFING, SCHOOL CLTURE, AND THE AVAILABILITY OF ELECTIVES.

Families want Lincoln Academy to implement practices that foster a positive social environment for all students, staff, and families. There must be an agreed upon set of expectations and accountability for personal conduct from ALL stakeholders. SAC notes family concerns about teacher turnover, student discipline, and class disruption. SAC encourages continued support for students in need of intervention while emphasizing the need to provide a safe and positive learning environment for all students. SAC asks the administration to prioritize stable classrooms, cultivation of empathy and self-discipline, timely reporting of incidents, and physical and social safety of all students and staff.

OUR ADMINISTRATIVE TEAM IS TAKING ACTION!

Please read this message from our Administrative Team:

"Staff changes during the school year are challenging in many ways and are never ideal. However, in order to provide a Safe, Orderly, and Caring environment the administration team is committed to holding all staff to high expectations. We are committed to support, develop, retain, and recruit excellent and compassionate staff members through systems of professional development, evaluation, and supervision. The administration team recognizes the importance of staff retention, as this is a clear lever to drive Lincoln Academy forward. Staff retention will improve through support, coaching, building people up, and keeping staff members accountable to what Lincoln Academy stands for. The administration team also recognizes in order to retain excellent and compassionate staff members the overall school culture for staff and students needs to improve. That work has already begun this trimester to help push Lincoln Academy forward for years to come. This work has involved staff collaboration that is leading to mapping out immediate, short-term, and long-term work at Lincoln. The work started by answering the question "If Lincoln Academy was the most amazing school ever, what would it look like?" We have established an Instructional Leadership Team (ILT) and a Leopard Experience Team (LET). Overarching themes in this work include Trust, Collaboration, and ALL STUDENTS!

The Instructional Leadership Team (ILT) has begun work with determining how we can best improve instruction through focusing on building teacher/staff capacity through differentiated support. Initial ideas around "Leopard Teaching" include:

- Tailored instruction to students exacts 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 of these areas are passing on great pedagogy to other staff members so that all staff can reach their highest potential.

The Leopard Experience Team (LET) has begun work that will lead to cultivating a positive culture and climate at Lincoln Academy by creating highly engaging and impactful student learning experiences during/outside the school day. These experiences include, but are not limited to, clubs, field trips, signature grade level experiences, and character education. The LET has begun brainstorming/researching various ideas for these opportunities. In the near future they will seek out student/family feedback which will shape opportunities that will start as soon as the beginning of the 2023-2024 school year." -from the Lincoln Academy Administrative Team

THE S.A.C. HEARD YOU!

The Committee's Response Regarding Electives

5-8 Electives:

Communication around limited Elective choices for 5-8 this year was lacking. To provide a little background, the changes to 5-8 Electives this year were in support of two goals:

1. Aligning with the Lincoln Academy Core Knowledge curriculum of developing students' skills/exposure in arts, music, and physical activity. Previous surveys had shown family concerns that we were not offering adequate performing and visual arts courses to support the Core Knowledge curriculum.
2. Prioritizing teacher planning time for core courses. Previous electives were taught by core course teachers at the expense of not only planning time, but often lunch and bathroom breaks. Current elective choices are being taught by Specials teachers experienced in their fields of performance arts, visual arts, and physical education. Student leadership opportunities in Student

We are extremely proud of our students' enthusiasm for and accomplishments in the performing arts of orchestra, choir, and theater- offerings which had been largely missing since COVID restrictions. Our student performances in the Middle School have drawn large audiences and many accolades from families while fostering arts development in our students. Students have embraced these new opportunities and we are grateful to the Specials teachers who have made the programs successful!

As staffing and scheduling allows, the Elective program will see the return of more diverse offerings. Multiple options for foreign language instruction have been offered in the past, but none have received a favorable response from students or provided a reasonable learning opportunity compared to the high costs of the programs. Opportunities will continue to be sought out. If we have any Spanish speaking parents or community members with language instruction experience who would like to discuss extra-curricular language offerings for to our students, please reach out to our administration.

SAC recommends that the administration continue to evaluate options for foreign language, additional music and theater appreciation courses less focused on performance, as well as additional fitness courses. Suggestions to encourage engagement and representation might include: cultural music or dance courses with selections reflective of the student body, classic film studies, or individual fitness opportunities such as strength training or yoga,

PreK-8 Specials/Electives:

SAC recommends that the school communicate to families, PreK-8, ways in which artistic and physical development are tied to the Core Knowledge curriculum:

- Provide periodic updates/highlights from Specials teachers explaining how art and music classes are integrating Core Knowledge subjects (e.g., Roman chariots designed in Art Classes being powered by Sphero programmable robots in Technology as part of Core studies of Ancient Rome!)
- Feature the Arts and PE in the Year Long Plans. Ensure each grade provides an updated Year Long Plan in their grade level website.

#2 FAMILY CONCERN:

AS IN PAST YEARS, FAMILIES EXPRESSED CONCERNS ABOUT RIGOR ON BOTH ENDS OF THE SPECTRUM. SOME FEEL THAT THE CORE KNOWLEDGE CURRICULUM AND HOMEWORK EXPECTATIONS ARE EXCESSIVE FOR THEIR STUDENTS, WHILE OTHERS FEEL THAT THEIR STUDENTS NEED MORE CHALLENGE.

WE HEARD YOU! HERE'S HOW WE ARE ADDRESSING YOUR CONCERN.

We are proud that the mission of Lincoln Academy includes a "rigorous and content-rich educational program" as we believe that is the best way to prepare students for their future endeavors. Rigor can look and feel different across grade levels, subject areas, and learning goals.

At Lincoln Academy, our teachers and staff employ the Multi-Tiered Systems of Support for our students' academic and developmental needs. This process draws on a partnership of teachers, social workers, learning specialists, and other support staff to assist students with academic content, executive functioning, medical, and social-emotional needs.

Our teachers work extensively with Instructional Coaches to adjust curriculum to provide optimal learning opportunities for students across the spectrum including those who are struggling with concepts and those who need additional challenge. We offer continuous Professional Development for staff and, in particular, will focus on the new Reveal math curriculum which emphasizes differentiation for students at all academic levels.

If you feel that your student has unaddressed needs, is not being challenged, or are concerned about their workload or anxiety over academics, your first point of contact is your classroom teacher. He or she can work with you and your student within the context of the classroom. They can also draw in partners from the Department of Student Success and/or the Mental Health team to support your student and your family with educational or other resources.

#3 FAMILY CONCERN:

FAMILIES WANT TO KNOW MORE ABOUT SOCIAL AND EMOTIONAL SUPPORTS OFFERED TO STUDENTS WITHIN CLASSROOMS INCLUDING HOW STUDENT CONFLICT IS HANDLED AND PREFERABLY PREVENTED. FAMILIES ARE CONCERNED ABOUT SOCIAL DYNAMICS, BOTH BETWEEN STUDENTS AT SCHOOL AND ONLINE.

WE HEARD YOU! HERE'S HOW WE ARE ADDRESSING YOUR CONCERN.

Our teachers, in conjunction with our Mental Health team, use the SSIS (Social Skills Improvement System) to assess 6 different social skills areas in their students. Homeroom teachers teach weekly Second Step social-emotional learning lessons. Teachers may reteach or differentiate teaching based on identified needs in their classrooms. Please also see the Administration's comments regarding the Leopard Experience in section 1 above.

Family Resource: Our PTO has arranged an online Family Tedh Talk from Internet safety experts through PTO Today. Watch for more information in the Loop. The virtual event is available in multiple languages on **Wednesday, May 3, at 8pm** Mtn time zone.

Join this virtual event at:

<https://trendmicro.zoom.us/j/96028473108?pwd=djJZK1B0ZGY5OTJhQWY3cDRaUC9Jdz09>

Passcode 060329

THE S.A.C. HEARD YOU!

The Committee's Recommendations:

- Additional work is needed to set expectations of how students treat each other and to cultivate empathy and social skills. We must ensure all our students are safe from bullying and are in a safe environment where they can learn and develop without fear of physical, verbal, or emotional aggression.
- Introducing (at Parent Academy, through Loop features, etc.) the team of Educational and Mental Health specialists who are available to support our students along with an introduction to how students access these services whether by referral or request. Families expressed a lack of awareness of resources available.
- Sharing the parent newsletters that accompany Second Step lessons via teacher emails and Middle School Snapshots is encouraged.
- Comprehensive discussion of age-appropriate expectations around student behavior/interactions provided to both students and parents along with consistent and predictable follow through on violations of expectations. (Explanation and consistent implementation of discipline procedures.)
- Creating and promoting clear opportunities for students to communicate and seek support or intervention from staff/ administrators.
- Prioritization of student-focused internet safety education presented by external educators/resource officer early in the fall to lay groundwork for expectations and awareness.
- Communication to parents on how to use Securly to monitor student internet use. [SecurlyHome App - Jeffco Public Schools](#) Additional instruction should be provided to parents to protect access required for student school use.



#4 FAMILY CONCERN:

FAMILIES EXPRESSED CONCERNS ABOUT COMMUNICATION INCLUDING WEBSITE EFFICACY, CONSISTENCY OF COMMUNICATION AND EXPECTATIONS, SOCIAL MEDIA CONCERNS, MIDDLE SCHOOL COMMUNICATION, DISCIPLINARY COMMUNICATION, AND THE BENEFITS OF THE PARENT ACADEMY.

FAMILIES OF MIDDLE SCHOOL STUDENTS SPECIFICALLY COMMENTED THAT COMMUNICATION OF MISSING WORK/GRADES IS DELAYED BEYOND WHEN A STUDENT CAN REASONABLY REMEDIATE THE SITUATION, RESULTING IN PUNITIVE GRADING RATHER THAN CONSTRUCTIVE LEARNING OPPORTUNITIES.



WE HEARD YOU! HERE'S HOW WE ARE ADDRESSING YOUR CONCERN.

We recognize the need for our website to provide easy access to the information and resources you need. This is an ongoing goal where we continue to make improvements. Please contact the school office if you have technical expertise and time available to support this goal.

CHANGE BASED ON YOUR PREVIOUS FEEDBACK:

Many families in the past had requested more sharing of student work and photos. We thank our front office staff for incorporating more of these classroom features in the Lincoln Loop so that our families can peek inside the classrooms for some of the students' celebrations and lessons.

THE S.A.C. HEARD YOU!

The Committee's Recommendations:

- SAC again recommends that the staff and administration evaluate the goals and efficacy of family communications in the Middle School program.
- Families understand the need for student responsibility, but also request more information be shared directly from the school with parents and guardians. Specific needs include more information about grading consistency, behavioral and work expectations, Electives, and STEM.
- Hosting a Middle School-specific parent meeting early in the school year for families of middle school students entering at any grade level to create shared expectations between families and staff for the sake of student success.
- Implement consistent K-8 policies and expectations regarding homework, due dates, corrections, grade deductions, and posting of grades.
- Evaluation of the Parent Academies to be sure that staff members and resources are introduced at the beginning of the year so families have an initial awareness before concerns arise. SAC encourages the availability of recorded Parent Academy sessions as well as various instructional videos to include DriveLine, volunteer opportunities, Securlly app, etc.
- Printable drop-off/ pick-up instructions for families that can be shared with grandparents, babysitters, etc. SAC recognizes there are safety/security limitations to what information should be publicly accessible.
- Creation of a prominently featured **"I need help with...."** button/drop-down on the LA Website to assist families in finding existing resources or contacting the correct staff/committee member for top concerns such as (examples only):
 - Athletics (including schedules)
 - Medical/health concerns
 - Communicating with a teacher (requesting challenge/resources/support, ways to discuss conflict)
 - Homework or Lesson extensions (study skills, external resources, math supports...)
 - Making connections with other parents (PTO, committees, events, "My child would like a playdate..." note)
 - Volunteering
 - Family or individual mental health needs
 - Don't know where to start? Request help at: info@lincolnacademy.net

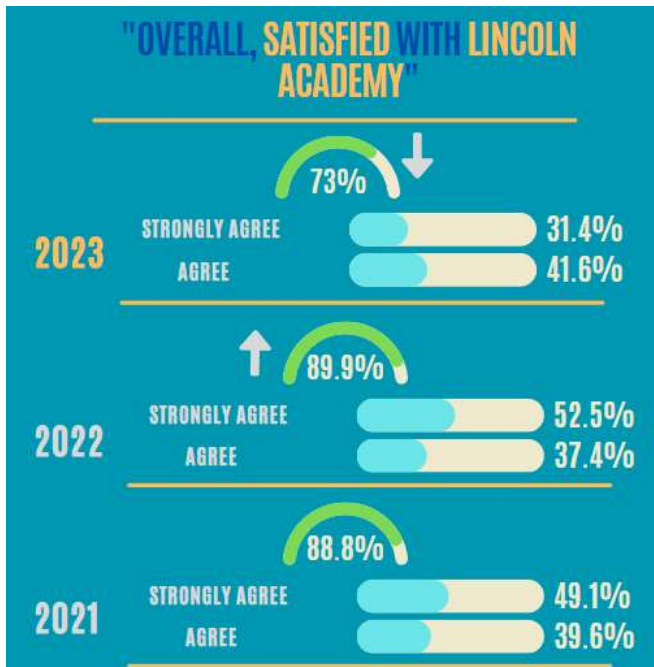
APPENDIX KEY DATA:

The full data results of the 2022-23 Family Survey are released with this report. You can find historical data and previous reports on the [SAC webpage](#).

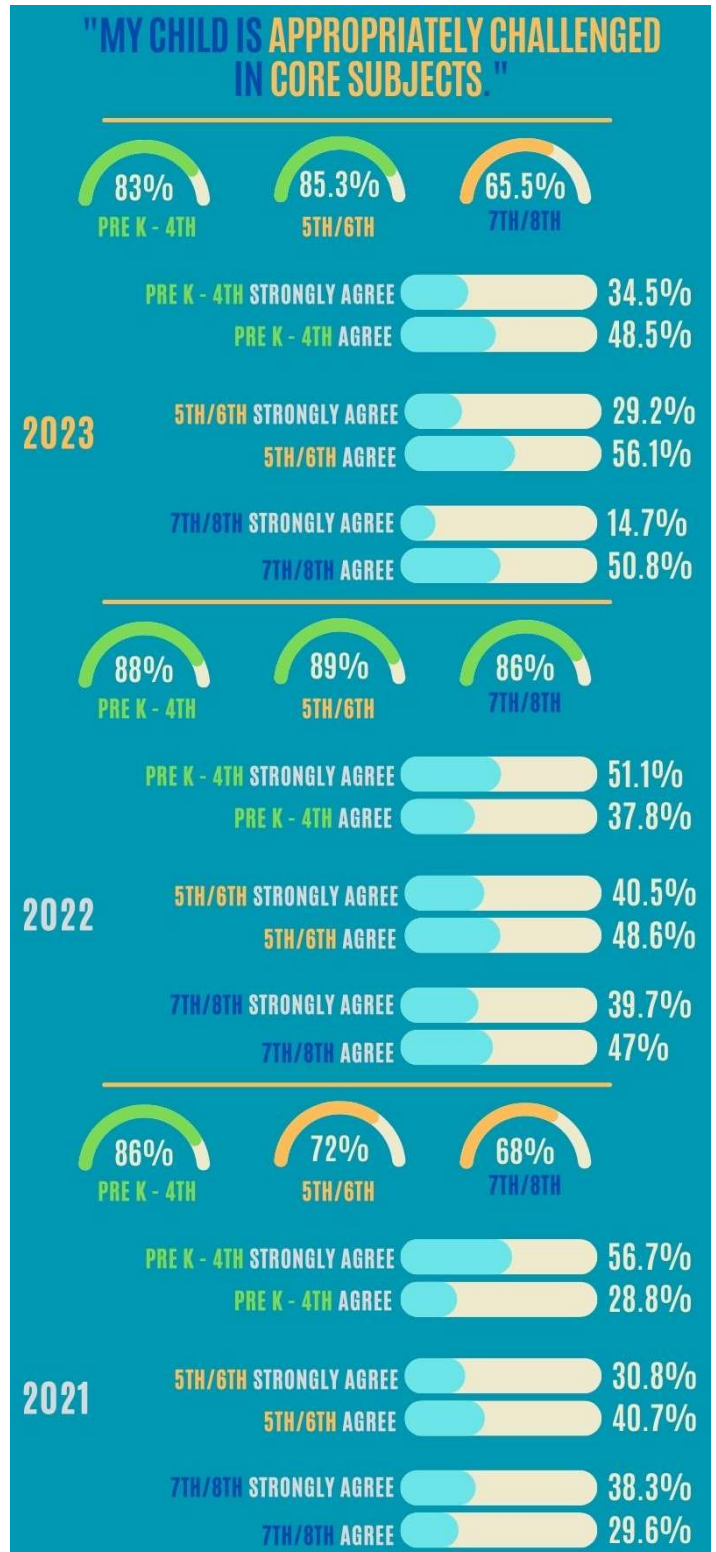
LOGISTICAL CHANGES FOR THE FOLLOWING SURVEY

- Increase response rate/visibility of survey.
- Evaluate use of Survey Monkey.
- Include an "I would like to be contacted" box.

"OVERALL, SATISFIED WITH LINCOLN ACADEMY"

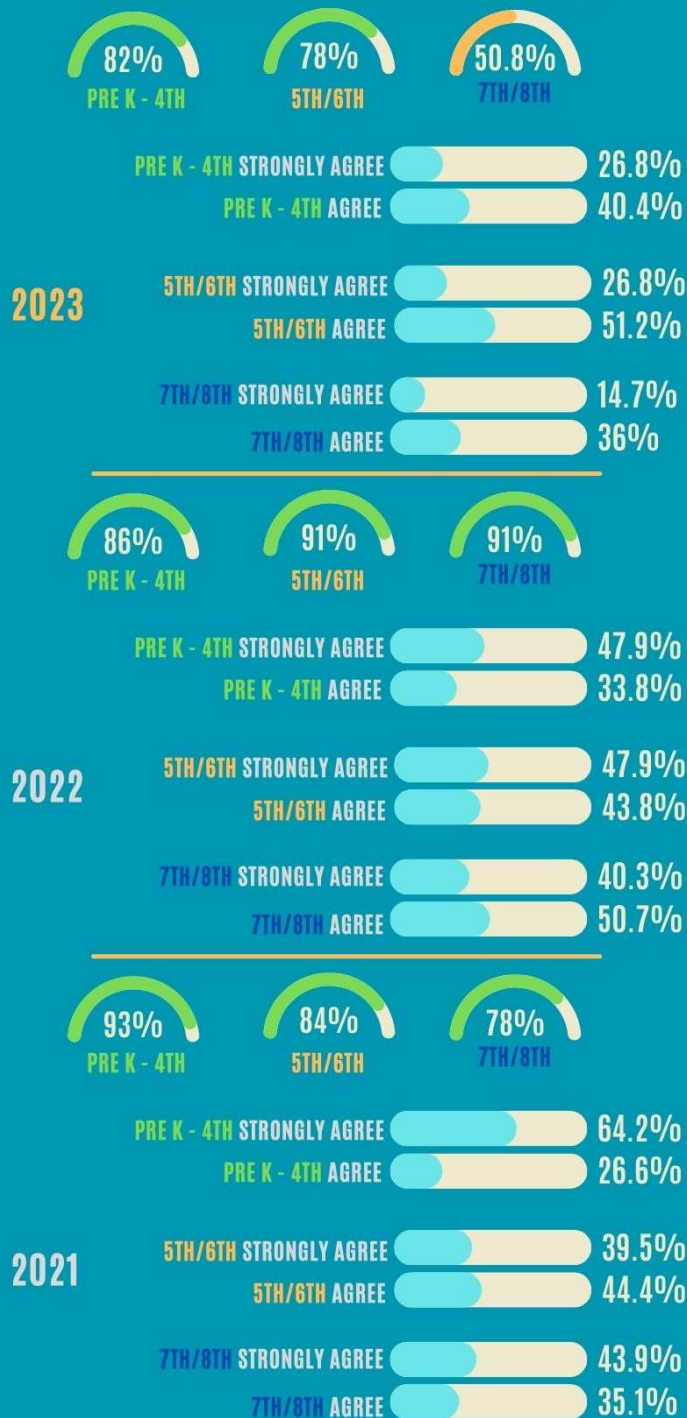


"MY CHILD IS APPROPRIATELY CHALLENGED IN CORE SUBJECTS."

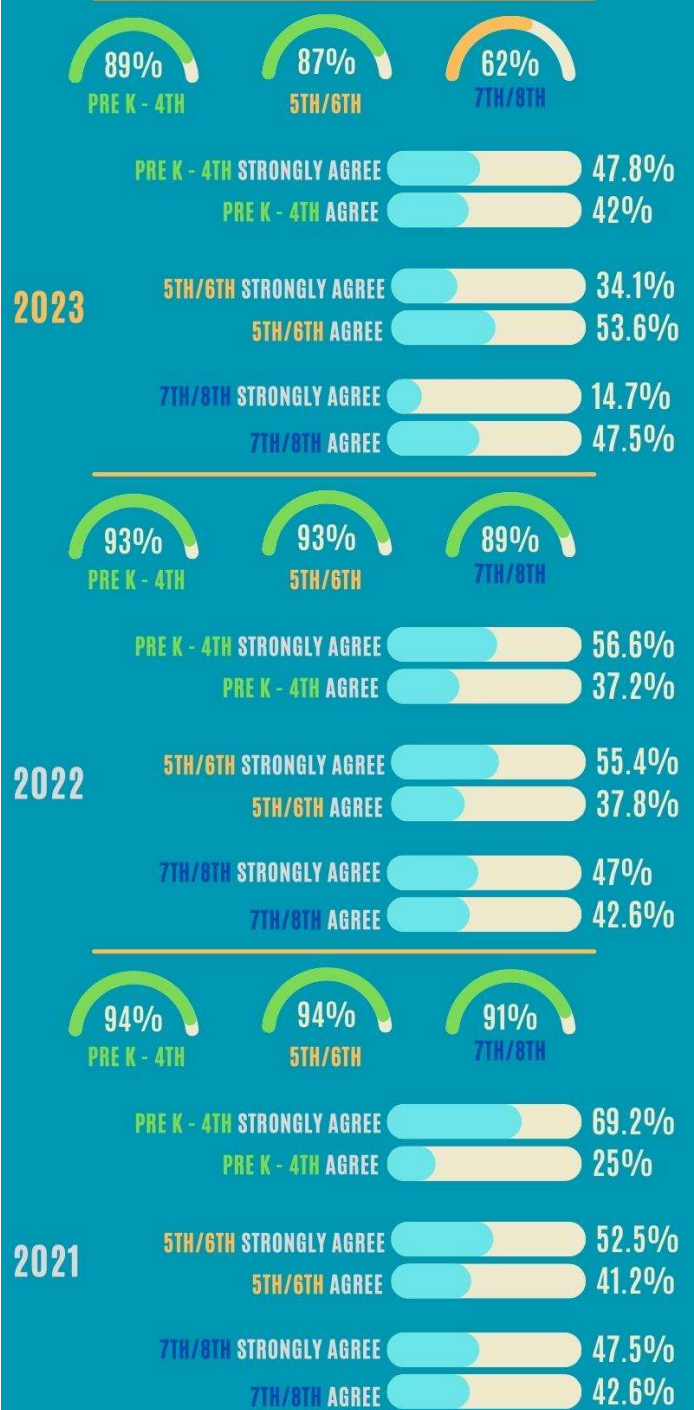


APPENDIX KEY DATA (CONTINUED):

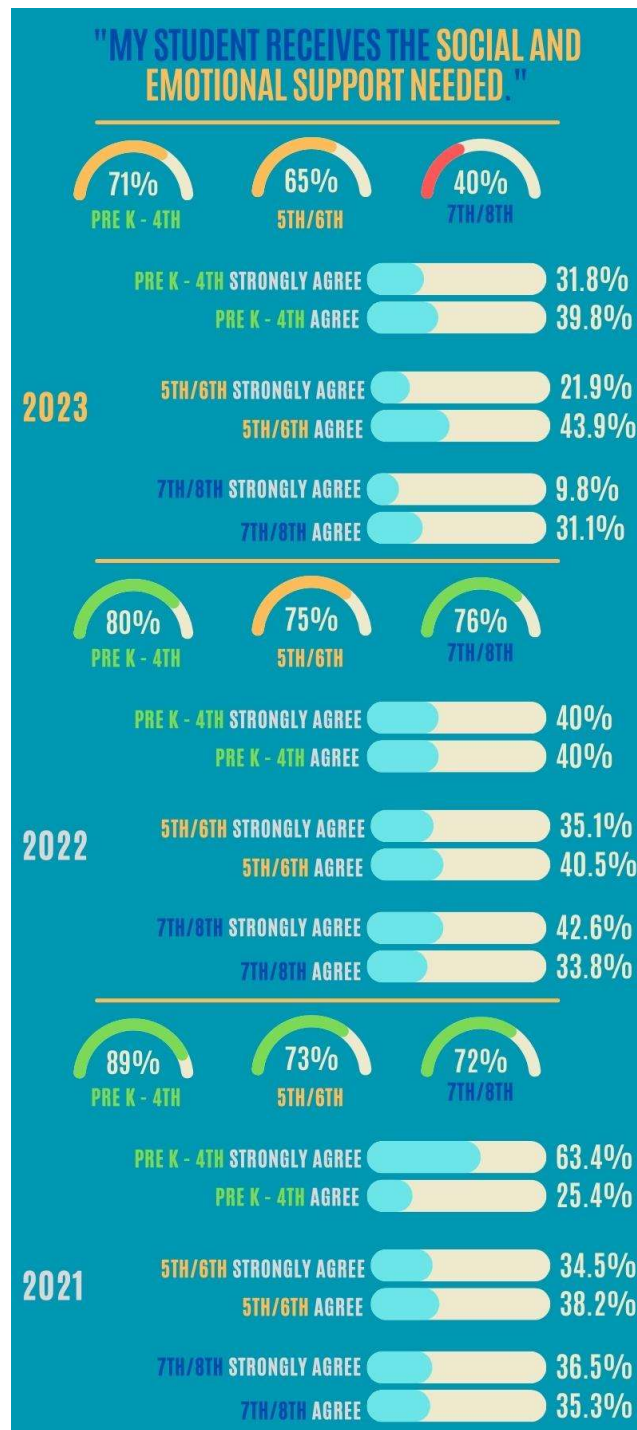
"MY CHILD RECEIVES THE ACADEMIC SUPPORT HE/SHE NEEDS TO BE SUCCESSFUL."



"SCHOOL STAFF HAVE HIGH EXPECTATIONS FOR MY STUDEN(S)."



APPENDIX KEY DATA (CONTINUED):

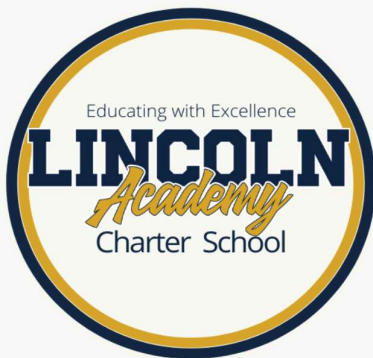


UNSUNG HEROES: CELEBRATING OUR FRONT OFFICE

"The office staff is professional and courteous when I call or come to the main office."

Every year, our Front Office staff have been praised by the community for their kindness and dedication. It's overdue to put them on the front page! They are our welcoming first point of contact, navigators of the unknown, communicators in both routine and urgent situations, and daily advisors for our students. Thank you for appreciating and recognizing our amazing front office staff.

always friendly helpful front office staff
warm amazing office staff school
Katie always love Super
welcoming staff helpful ladies best
front office Maren
kind helpful



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Email:
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"Our goals for children's well-being extend far beyond academic achievement alone. We believe that every child deserves access to a well-rounded education that empowers them to be active, engaged citizens of the world. To this end, we embrace the principles of cultural literacy as outlined by E. D. Hirsch, recognizing that a deep understanding of our shared cultural heritage is essential for building empathy, fostering social cohesion, and cultivating a sense of belonging. We are committed to providing our children with the tools they need to navigate an increasingly complex and diverse world, including knowledge of history, literature, science, and the arts. We believe that by instilling a love of learning and a deep appreciation for the richness and diversity of human experience, we can help our children thrive, both academically and personally, and prepare them to make a positive impact in their communities and beyond."

Thank you for being a Lincoln Family



WOULD YOU LIKE TO SERVE ON THE SCHOOL ACCOUNTABILITY COMMITTEE?

SAC membership is open to all family and staff members dedicated to addressing the needs of all students in the Lincoln Academy community. The more representative our committee is of the whole school community, the more effective our discussions will be for our students. Please consider joining us as we plan for next year.

Family representatives are always encouraged to join SAC for the coming year. Please contact the Board of Directors Secretary, lacycleveland@lincolnacademy.net, to get in touch with the next year's chairperson.