

# Lincoln Academy Board of Directors

## Regular Meeting Minutes



Date: Monday, April 11, 2022 at 6:30 p.m.

Location: Lincoln Academy Charter School, 7180 Oak Street, Arvada, CO

### Microsoft Teams Online Meeting Platform

Recording of Teams Meeting (available for 90 days after the meeting).

- (1) We will continue to offer online attendance via "Teams".
- (2) For **Public Comment**, you must sign up by 6:00 p.m. on the day of the meeting. (Sign up link [was] available [here](#)) Public Comment will be conducted in person. If you would like other considerations, please email Stephanie Trowbridge, President.

### Mission & Vision

- The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.
- The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge<sup>®</sup> education

### Meeting Minutes

#### 1. Preliminaries

- A. Call to order@ 6:35 p.m.
- B. Roll call
  - a. Present: Stephanie Trowbridge (President), Micah Gilbreath (Vice President), Jeff Baucum (Treasurer), Lacy Cleveland (Secretary), Doug Neely (Governance Committee), Sarah Wasinger (SAC Committee), David Schoenhals (Executive Director)
  - b. Absent: None
  - c. Guest (4 non-staff, 6 staff)
- C. Reading of Mission and Vision
- D. Welcome Guest
- E. Public Comment

#### 2. Consent Agenda (6:41 p.m.)

- A. Regular Meeting Agenda for April 11, 2022.
- B. Approval of Meeting Minutes from March 14, 2022.

#### 3. Update from Staff

- A. Introduction of Paul Hurst (2022-2023 Lincoln Academy Principal)

#### 4. Board Candidates Election (@ 6:54 p.m.)

- A. Board of Directors Candidates (Micah Gilbreth and Amanda Corrin)
- B. Election goes live April 18<sup>th</sup>. Election closes the 21<sup>st</sup>.

#### 5. Executive Director Report (David Schoenhals @ 7:08 p.m.)

#### 6. Committee Reports

- A. Executive (Stephanie Trowbridge)
  - a. Invitation to Attend Volunteer Appreciation
  - b. Board Meeting 2022-2023 Dates Follow-Up Discussion
- B. School Accountability (Sarah Wasinger) @ 7:27 p.m.
- C. Facilities (Micah Gilbreath) @ 7:39 p.m.
- D. Finance (Jeff Baucum) @ 7:50 p.m.
  - a. **Motion 50-4-11:** Move to approve the 2022-23 budget as presented and discussed.
    - i. Motion by Jeff Baucum.
    - ii. Second by Stephanie Trowbridge.
    - iii. Votes: Jeff Baucum (Y), Lacy Cleveland (Y), Micah Gilbreath (Y), Doug Neely (Y), Stephanie Trowbridge (Y), Sarah Wasinger (Y)
    - iv. Motion Passed: 6-0.
- E. Development (none) @ 8:58 p.m.
- F. Governance (Doug Neely) @ 8:59 p.m.
  - a. Annual President Role Review

#### 7. Board Training @ 9:07 p.m.

- A. Grant Writing
- B. Fundraising Resources
- C. Capital Improvements

Adjourned at 9:07 p.m. to move into Executive Session.

#### 8. New Business

- A. Executive Session: Annual Executive Director Evaluation (Per Board Policy 3.1.4).
  - a. **Motion 51-4-11.** Move into Executive Session permitted by Colorado Revised Statute §24-6-402(2)(f) – Personal matters, identifying the person or position to be discussed.
    - i. Motion by Stephanie Trowbridge.
    - ii. Second by Doug Neely.
    - iii. Votes: Jeff Baucum (Y), Lacy Cleveland (Y), Micah Gilbreath (Y), Doug Neely (Y), Stephanie Trowbridge (Y)
    - iv. Motion is Passed: 5-0.
  - b. Called to Order at 9:17 p.m.
  - b. Attendance: Jeff Baucum (Y), Lacy Cleveland (Y), Micah Gilbreath (Y), Doug Neely (Y), David Schoenthal (Y), Stephanie Trowbridge (Y), Sarah Wasinger (Y)
  - c. Executive Session adjourned at 10:13 p.m.
- B. Regular Meeting resumed at 10:15 p.m.
  - a. **Motion 52-4-11.** Move to approve David Schoenhals as Executive Director for Lincoln Academy year for the 2022-2023 school year with the salary in the 2022-2023 budget.
    - I. Motion by Stephanie Trowbridge.
    - II. Second by Micah Gilbreath.

- III. Votes: Jeff Baucum (Y), Lacy Cleveland (Y), Micah Gilbreath (Y), Doug Neely (Y), Stephanie Trowbridge (Y), Sarah Wasinger (Y)
- IV. Motion Passed, 6-0.

## 9. Announcements

- A. Upcoming Board Action Items

## 10. Adjourn

- A. Meeting adjourned at 10:18 p.m.

Respectfully Submitted by



Lacy M. Cleveland  
Secretary  
Lincoln Academy Board of Directors

# EXECUTIVE DIRECTOR



April 11, 2022

## Lincoln Academy March Board Report

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

# Executive Director

## LINCOLN ACADEMY MARCH BOARD REPORT

### CMAS Testing Update

#### Testing Dates

3rd and 4th-grade testing April 5th-April 13th

Students will take one section of each test everyday

5<sup>th</sup> and 8<sup>th</sup> grade Science testing April 6th-April 8th

5<sup>th</sup> – 8<sup>th</sup> grade Math and English/Language Arts testing April 11th and April 12<sup>th</sup>

#### Why is the CMAS important? How is the data used?

- Colorado state assessments provide valuable information about your child's performance and the performance of our school. Having a statewide measure against a set of academic standards adds important insight to your student's strengths and areas of need.
- Students taking the CMAS provides them with more practice with taking comprehensive tests.
- The CMAS assessment is used as part of a body of evidence in determining placement in courses at Lincoln as well as in High School.

#### How can I support my child in taking the assessment?

- Please get your students here on time, so they do not miss the start of any test. Students who arrive after their test session begins will wait in the office until the session is over and will make up the test later.
- Please have your students eat a healthy breakfast in the morning to help with their stamina and energy.
- Staying calm will help your child stay calm. Place an emphasis on giving your best effort over all else.

Grade Level	Number of Students Opting Out of All CMAS Testing 2020-2021	Number of Students Opting Out of All CMAS Testing 2021-2022 (As of 4-6-22)
3	8	0
4	8	3
5	21	3
6	21	11
7	25	9
8	12	31
<b>TOTALS</b>	<b>95</b>	<b>57</b>

## Principal Hiring

Prior to Spring Break, the 17 members of the Lincoln Academy Principal Hiring Committee held a rigorous two-round interview process. Candidates were evaluated against Lincoln's mission and vision as well as the priority of striving for PK-8 alignment and unity.

We are excited to announce that Paul Hurst will be the PK-8 Principal starting with the 2022-2023 school year.

Throughout the interview process, Paul demonstrated himself to be a passionate and thoughtful educator and leader. Some of the numerous strengths that Paul demonstrated through the interview process included:

- clear communication
- prioritization of relationships
- courageous conversations
- empowering teachers
- significant Core Knowledge experience as a teacher and an administrator (Elementary and Middle School)
- significant experience with facilitating behavior and discipline systems
- self-reflective leader
- lead learner
- data driven
- focused on what is best for students
- clear match to Lincoln's mission and vision

### Message from Mr. Hurst

My name is Paul Hurst and I am thrilled to be joining the Lincoln Academy community. I am coming from Belle Creek Charter School, a K-8 Core Knowledge charter school, in Brighton where I served for twelve years as a classroom teacher, an Instructional/Behavioral Coach, and a Vice-Principal. In addition to my experience at Belle Creek, I have a bachelor's degree in Elementary Education and a Master's degree in Educational Leadership. My family and I are excited to start this new adventure with the Lincoln Academy family.



## Enrollment Update 2022-2023

Grade	Number Enrolled for 22-23	Projected Number	Number of openings	suggested enrollment number	Number on the waitlist as of 4-4-22	Total number of applications received through 3-9-22	Total Number of Applications Received for First Round 2022-2023	Total Number of Applications Received for First Round for 2021-2022
<b>K Full Day</b>	86	88	0	92	0		146	153
<b>1</b>	92	88	-4	92	10		22	21
<b>2</b>	79	80	1	80	0		11	20
<b>3</b>	87	84	-3	87	8		21	12
<b>4</b>	84	84	0	84	0		9	9
<b>5</b>	87	84	-3	87	0		18	12
<b>6</b>	87	84	-3	87	31		43	24
<b>7</b>	85	84	-1	84	5		12	13
<b>8</b>	76	77	-1	77	12		13	8
<b>Total</b>	<b>763</b>	753	-14	770	66	419	295	272

## Executive Team Report - April 2022

Stephanie Trowbridge, President

### 1. Executive Director Check-In

Stephanie and Micah touched base with David at the end of March to be updated by David. We reviewed the agenda and calendar for April's meeting.

### 2. Agenda Planning

We will potentially have an update from staff this month. Stephanie will follow-up the 2022-2023 Board meeting schedule at the meeting. The recommended change is the third Tuesday of the month. We will move into executive session for David's annual evaluation.

### 3. Strategic Planning

The reassessment of the Strategic Plan will happen in June per previous discussion. The consensus is June 2nd 6-9 p.m.. Stephanie will work on an outside location for the meeting.

### 4. Board Playbook

If you have not done so, the next items needed for the playbook are committee and chair roles and officer roles. Please send the following on or by April 11th:

- i. Your committee's role in one paragraph.
- ii. Your role as Chair in bullet points.
- iii. Annual timelines from your committees.
- iv. Anything else you think is important.

### 5. Board Training

Stephanie and Doug will offer a Board review for new members or anyone interested in being on the Board in the future in August.

# School Accountability Committee

## April 2022 Report

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

- SAC held no meeting in March.

### Family Survey:

The Family Survey report was given to SAC and the Board to review. Edits were made to reference the strategic plan.

The Report and the Data from the general survey have been posted to the SAC website and provided to the front office to be included in the Lincoln Loop.

The data and comments from the Staff specific survey has been given to the Executive Director.

### Exit Survey

The Exit Survey was reviewed and edited after a meeting with HR Consultant Kimberly Searfoorce and Operations Manager Lori Woods.

The Exit Survey has been turned over to Mrs. Searfoorce who will send it out as part of the offboarding process as notified by Lori Wood. She will follow up for responses and will provide any needed communication on urgent matters that arise in exit survey responses. Other than pressing matters, an update will be given in late summer as the Board prepares for the coming year.

### Alumni Survey

The Alumni Survey was reviewed by the Instructional Coaches. It will be sent to first year alumni by the front office in the next few days.

Our current goal is to assist staff in assuring high school readiness. It was suggested that we may consider other uses of the survey such as networking with older alumni.

Next meeting: April 26, in person. To be posted by front office in the Staff Notes and Lincoln Loop as open to any new members interested in serving next year.

### Make Your Voice Heard Survey

No data this year. Survey window was missed.

Consider substituting our own for metrics?

## 2022 Lincoln Academy Family Survey Summary

### 2021/22 School Accountability Committee

Parents: Shannon Gantenbein, Ami Paulsen, Gordon Wu

Staff: Dawn Bennett, Karen Dwyer, Rebecca Furst, David Schoenhals

Community Member: Kristi Geisz

Board Member: Sarah Wasinger

The School Accountability Committee, Staff, Administration, and the Board of Directors thanks all families who provided feedback on the 2021-22 Family Surveys. We entered this school year with high hopes of returning to normal routines and extracurricular opportunities. Despite the continuing challenges of COVID absences and health protocols, our teachers and staff have been devoted to addressing the academic and mental health needs of the children in their classrooms under ever-changing circumstances. Your feedback on the Family Surveys helps us know where we succeeded and where we may need to reevaluate.

This year's 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.

### Number of Survey Responses

2022: 286 responses \*SAC is concerned that the number of responses may have been impacted by flooding and snow day interruptions in communication.

2021: 343 responses

2020: 369 responses

2019: 309 responses

### "Overall, I am satisfied with Lincoln Academy "

2022: 89.93% (52.52% Strongly Agree, 37.41% Agree)

2021: 88.75% (49.11% Strongly Agree, 39.64% Agree)

2020: 96.5% (72.0% Strongly Agree, 24.4% Agree)

2019: 94.2% (79.4% Yes, 14.9% Most of the time)

As we rebound from COVID impacts, we are pleased to have growing satisfaction numbers, working back to our pre-pandemic ratings. Overall, Lincoln sees high family satisfaction ratings. Detailed questions in the survey tell us more about how our program meets the needs of students and families.

In the following question, when asked what sets Lincoln Academy apart from other school choices, you indicated that the community which has been forged between staff, students, and families surpasses the challenges of a global pandemic and **that our caring staff and volunteers are at the forefront of what makes Lincoln Academy the best choice for your children.**

Q46 In your opinion, what sets Lincoln Academy apart from other school choices available to your family?

apart strong sense community attending public schools sure really want high expectations  
Rigorous academics built Jeffco Everyone important chooses success Lincoln Academy go  
know different high setting education location teachers staff grow academics  
program community feel values parents used kids level love great  
learning us curriculum parent teacher Lincoln fact  
students friendly teachers choices school support  
staff child s community work family core child son feel m  
s covid caring close core knowledge come teaching wonderful Smaller way  
year received amazing focus make overall environment everything high standards  
ASH VE sense community really middle school relationship family involvement  
core knowledge curriculum care students academically seem

*We also heard your concerns:*

### **1. 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.*

#### **How we are addressing your concern:**

*Academic Strategic Goal: LA will reach high levels of academic achievement for each student. ([LA Strategic Plan](#))*

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.

At Lincoln Academy, our teachers and staff strive to address the needs of individual students whether that involves supportive intervention from the Department of Student Success, drawing on our Mental Health Team, or tailoring classroom questions to challenge high achievers. Our Instructional Coaches are working with our staff every day to comb through our curriculum and differentiate learning opportunities for every student within the Whole Group Instruction model.

Teachers of our younger students are using reading skills assessments to customize lessons for small groups to support reading mastery. Teachers across grade levels are using MAP test results to identify each student’s “Ready to Learn” next steps. Teachers provide and discuss these assessment results at conferences and can meet with families to discuss concerns.

Specific to the concern how well class expectations and curriculum are preparing middle school students to succeed in high school: Instructional Coaches and Middle School teachers are consulting with high school instructors and using our Alumni Survey feedback to assess our Middle School curriculum to make sure Lincoln Academy students are leaving with the knowledge, critical thinking skills, and study tools to succeed in high school.

### **2. Family Concern:**

*Families expressed uncertainty about Growth, Change, and Inconsistency between grades.*

#### **How we are addressing your concern:**

*Curriculum Strategic Goal: Lincoln Academy will implement the Core Knowledge curriculum with fidelity along with other key programs that are in service of the mission/vision and strong academic outcomes. ([LA Strategic Plan](#))*

Our school is proud to welcome all families who choose a Core Knowledge curriculum for their students. The administrative restructuring announced last month was created specifically with student success at the forefront. The Lincoln Academy experience is intended to be one of seamlessly high expectations as well as academic and social-emotional supports from Pre-K through 8th grade. A renewed emphasis on ensuring consistency across grade levels and subject matter will support student growth and learning.

We further anticipate as COVID protocols are lifted that a return to mixed grade level activities will foster dialogue and community building between students. Activities such as Reading Buddies, after school clubs, Art Fairs and Music Performances offer students and families a comprehensive view of our PreK-8 curriculum allowing older students to look back at the foundational elements they share with current elementary students, and creating visions and goals for younger students when they see the accomplishments of students in middle school.

### **3. Family Concern:**

*Families would like to know more about social and emotional supports offered to students within classrooms.*

#### **How we are addressing your concern:**

*Culture Strategic Goal: Evaluate current programs to assess, strengthen, and revise programs as needed. ([LA Strategic Plan](#))*

In addition to Staff Development training relating to student social emotional supports, our teachers are using the SSIS (Social Skills Improvement System) to assess 6 different social skills areas in their students. They are implementing weekly Social Emotional Learning lessons focusing on communication and social skills. Watch the Lincoln Loop for more information from our Mental Health team who creates these lessons.

### **4. Family Concern:**

*Some families questioned whether Artistic and Physical development are being consistently integrated in the curriculum.*

#### **How we are addressing your concern:**

*Curriculum Strategic Goal: Evaluate current programs to assess effectiveness and alignment; strengthen and revise programs as needed. ([LA Strategic Plan](#))*

As per the previously mentioned Lincoln Academy Board Policy, our Core Knowledge curriculum is intended to include the Arts and Physical Development through all grades. We added questions about these areas this year to assess how our programs are fulfilling this expectation. SAC recommends that the Board and Administration use your feedback to evaluate our course provisions.

SAC recommendation: Communicate to families ways in which artistic and physical development are being incorporated into the curriculum:

- Provide periodic highlights, perhaps 1x/month via Monday Teacher emails, 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 tying into Core studies of Ancient Rome!)
- Include “Targeted Skills” designations on the Elective Class Descriptions that are available to families during class selection.

*For example- The Gardening elective addresses the following goals:*

- *Academic: Develop an appreciation of his/her physical environment.*
- *Artistic: Develop an awareness of and appreciation for nature*
- *Social/Emotional:*
  - *Experience success in group participation as a leader and follower.*
  - *Develop self-control and responsibility as a way of life.*
  - *Develop the ability to meet change, uncertainty, and complexity with confidence.)*

**“Overall, communication between my family and the school is effective.”**

2022: This year’s question was broken into the various means of communications with the following ranking as the most effective means of communication:

- Lincoln Loop (87.12%)
- School Messenger emails (86.04%)
- LA website (82.64%)

The least used of the communication means were:

- Instagram (32.7%)
- Middle School Snapshots (32.01% 5/6, 22.9% 7/8)

- 2021: 86.5% (43.5% Strongly Agree, 43% Agree)
- 2020: 92.3% (43.7% strongly agree, 48.6% agree)
- 2019: 93.4% (47.9% strongly agree, 45.5% agree )

**5. Family Concern:**

*Families expressed concerns about website efficacy, social media concerns, Middle School communication, intervention explanations, disciplinary action notifications, and the benefits of the Parent Academy.*

**How we are addressing your concern:**

The administration is in the planning stages for commissioning a Technology Committee to support the wide range of technology and digital communication needs of Lincoln Academy. We recognize the need for our website to provide easy access to the information and resources you need. Please contact the school office if you have technical expertise you would like to share as part of this upcoming committee.

- SAC recommendation: Given that many families have requested more sharing of student work and photos, SAC recommends that a Social Media Policy that evaluates privacy and the communication of classroom highlights in light of electronic newsletters and social media.
- SAC recommendation: SAC recommends that the staff and administration evaluate family communications in the Middle School program. Families understand the need for student responsibility, but also request more information being shared directly from the school with parents and guardians. Specific needs include more information about Electives, STEM, Middle School travel and fundraising opportunities, Student Leadership opportunities, and High School Selection Resources (including information about high school preview nights).
  - Specific suggestion: Include information on the STEM syllabi explaining how STEM targets the [Colorado State Standards for 21st Century Skills](#).
- SAC recommendation: Post the updated Conflict Resolution Policy as its own item under the Family Resources tab of the website.
- SAC recommendation: Develop a standardized system of communication regarding students’ participation in small groups, disciplinary meetings, or pull-outs for interventions. Parents expressed a desire to know why students are being pulled out and what skills are being targeted. They would also like to know ways they can support the interventions at home.

Teachers and Administration recognize that the Parent Academies at the beginning of the year need to be a high priority for communication and should be structured in a way that allows parents and guardians to attend the Parent Academy for each student and to be able to ask questions. While parents appreciated the availability of recorded presentations, they need the ability to ask questions and form early relationships with teachers. Parent Academies will be designed to support families and students.

**Additional data points contributing to this report:**

**“My student is reaching his/her highest academic potential.”**

\*\*\*This question was changed to include social, emotional, and academic potential, but that does not allow us a direct comparison to previous years' questions. SAC will evaluate the wording of the question for next year. For this year, the closest comparison regarding individual academic potential is:

**“My student is appropriately challenged in core subjects.”**

2022: PreK-4: 88.89% (51.11% Strongly agree, 37.78% Agree)  
5/6: 89.19% (40.54% Strongly agree, 48.65% Agree)  
7/8: 86.77% (39.71% Strongly agree, 47.06% Agree)

2021: PreK-4: 86% (56.73% Strongly agree, 28.85% Agree)  
5/6: 72% (30.86% Strongly agree, 40.74% Agree)  
7/8: 68% (38.27% Strongly agree, 29.63% Agree)

2020: 85.4% (43.1 strongly agree, 42.3 Agree)  
2019: 84.8% (41% strongly agree, 44% agree)

**“My student receives the academic support he/she needs to be successful.”**

2022: PreK-4: 86.11% (52.22% Strongly agree, 33.89% Agree)  
5/6: 91.79% (47.95% Strongly agree, 43.84% Agree)  
7/8: 91.05% (40.30% Strongly agree, 50.75% Agree)

2021: PreK-4: 93.86% (64.25% Strongly agree, 26.57% Agree)  
5/6: 84% (39.51% Strongly agree, 44.44% Agree)  
7/8: 78% (43.90% Strongly agree, 34.15% Agree)

2020: 85.9% Strongly Agree or agree (44.3%, 41.6%)  
2019: 87.3% Strongly agree or agree (46.2%, 41.1%)

**“School staff have high expectations for my student(s).”**

2022: PreK-4: 93.89 (56.67% Strongly agree, 37.22% Agree)  
5/6: 93.25% (55.41% Strongly agree, 37.84% Agree)  
7/8: 89.71% (47.06% Strongly agree, 42.65% Agree)

2021: PreK-4: 94% (69.23% Strongly agree, 25.00% Agree)  
5/6: 94% (52.5% Strongly agree, 41.25% Agree)  
7/8: 91% (47.56% Strongly agree, 42.68% Agree)

2020: 91.8% (65.6% Always, 26.2% Most of the time)  
2019: 92.4% (64.5% Always, 27.9% Most of the time)

**“My student receives the social and emotional support needed. “**

2022: PreK-4: 80.0% (40.0% Strongly agree, 40.0% Agree)  
5/6: 75.68% (35.14% Strongly agree, 40.54% Agree)  
7/8: 76.47% (42.65% Strongly Agree, 33.82% Agree)

2021: PreK-4: 89% (63.46% Strongly agree, 25.48% Agree)  
5/6: 73% (34.57% Strongly agree, 38.27% Agree)  
7/8: 72% (36.59% Strongly agree, 35.37% Agree)

2020: 81.3% (37.1% Strongly agree, 44.2% Agree)  
2019: 86.1% (40.9% Strongly Agree, 45.2% Agree)

### **Logistical Survey Improvements for Next Year**

- Return of some additional comment boxes, especially on Mission related questions.
- Evaluate the benefits of having 2 separate surveys.
- Evaluate questions on the Specials pages.
- Make sure final questions allow multiple responses (desired programming).

### **Would you like to serve on the School Accountability Committee?**

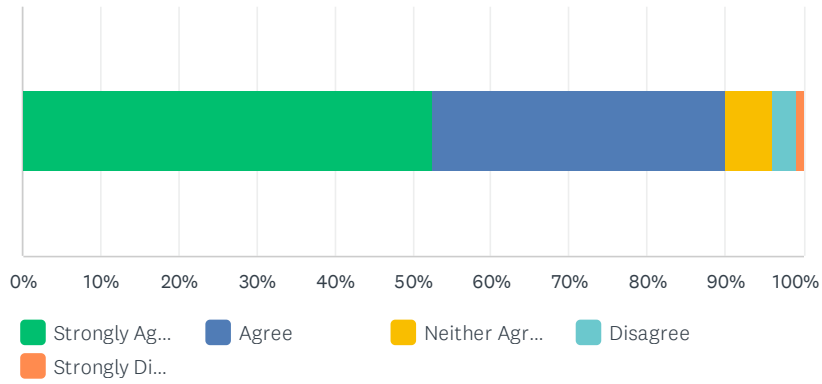
SAC membership is open to all family and staff members dedicated to addressing the needs of all students in the Lincoln Academy community. The more representative our committee is of the whole school community, the more effective our discussions will be for our students. Please consider joining us as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

We are looking to add more family representatives for the coming year and invite you to join one of our future meetings. Please contact the SAC Chair [sarahwasinger@lincolnacademy.net](mailto:sarahwasinger@lincolnacademy.net) if you would be interested in learning more.

The next scheduled meeting is: Tuesday, April 26<sup>th</sup>, LA Student Center

### Q1 Overall, I am satisfied with Lincoln Academy.

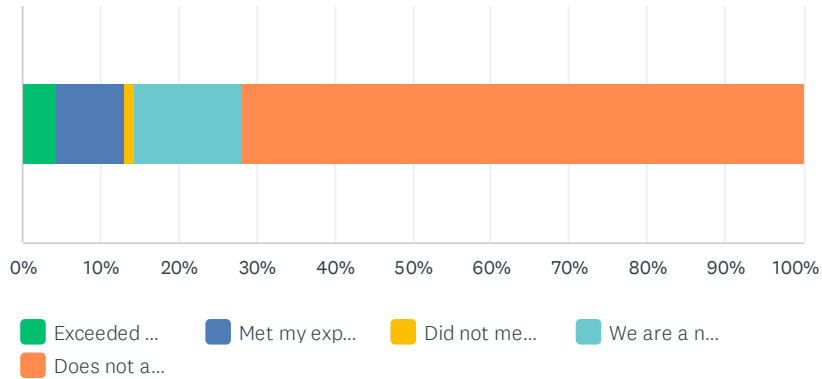
Answered: 278 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	52.52%	146
Agree	37.41%	104
Neither Agree nor Disagree	6.12%	17
Disagree	3.24%	9
Strongly Disagree	0.72%	2
<b>TOTAL</b>		<b>278</b>

## Q2 New LA Families (K-8) - Please rate the New Family Mentor Program for its effectiveness in helping you to acclimate to Lincoln Academy.

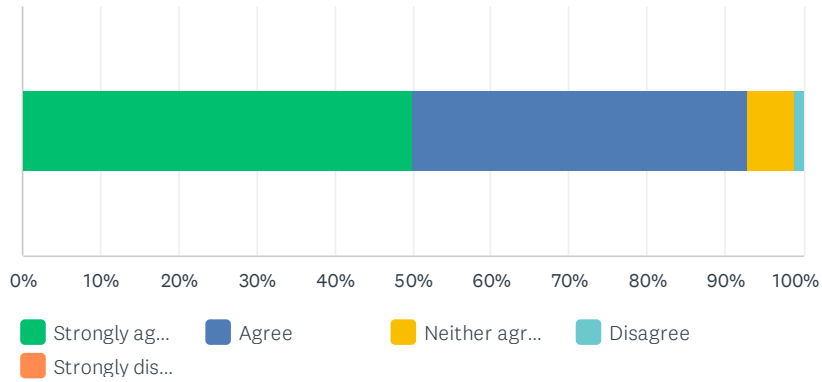
Answered: 259 Skipped: 27



ANSWER CHOICES	RESPONSES	
Exceeded my expectations	4.25%	11
Met my expectations	8.88%	23
Did not meet my expectations	1.16%	3
We are a new family, but we were not aware of this program.	13.90%	36
Does not apply; we are not a new family or have only Prek students.	71.81%	186
<b>TOTAL</b>		<b>259</b>

### Q3 As a family at Lincoln Academy, I understand and value the mission and vision of the school.

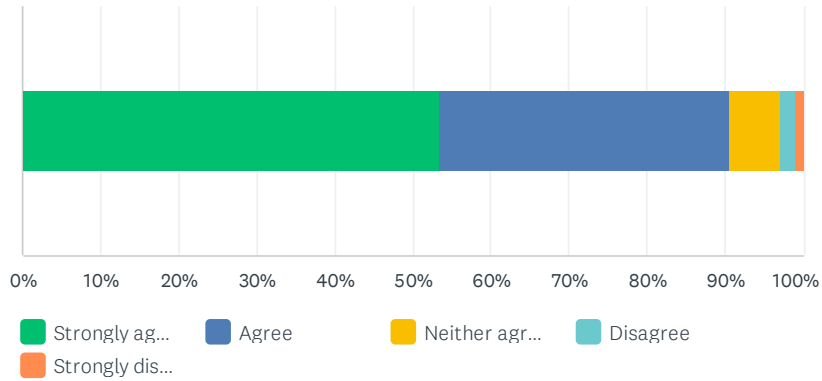
Answered: 279 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strongly agree	49.82%	139
Agree	43.01%	120
Neither agree nor disagree	6.09%	17
Disagree	1.08%	3
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>279</b>

Q4 I understand that my student's teacher(s) can aid in evaluating any concerns I have about my student's learning or development and can help us access interventions when necessary.

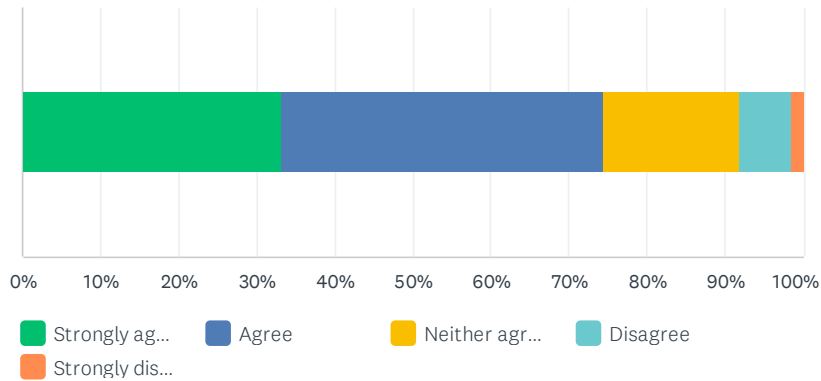
Answered: 279 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strongly agree	53.41%	149
Agree	37.28%	104
Neither agree nor disagree	6.45%	18
Disagree	1.79%	5
Strongly disagree	1.08%	3
<b>TOTAL</b>		<b>279</b>

Q5 I am aware of Lincoln Academy's Mental Health Team who is available to support the social and emotional needs of students and families. This staff includes our Dean of Students, our Social Workers, and our Counselor. Please contact our Dean of Students, Mr. Younkerman for additional information or specific questions.

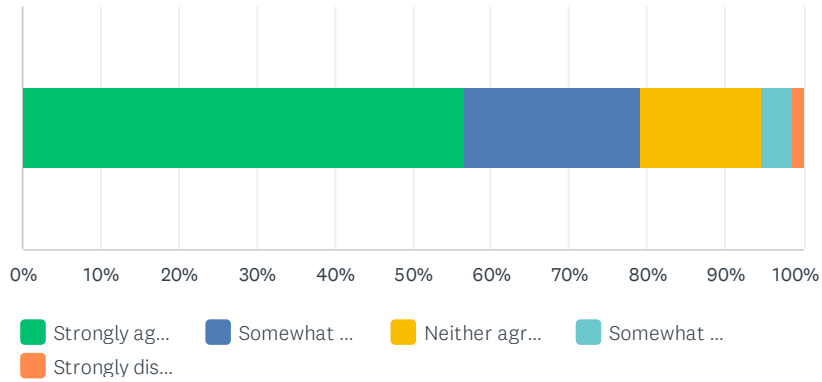
Answered: 278 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly agree	33.09%	92
Agree	41.37%	115
Neither agree nor disagree	17.27%	48
Disagree	6.83%	19
Strongly disagree	1.44%	4
<b>TOTAL</b>		<b>278</b>

## Q6 People of diverse cultures, backgrounds and abilities are respected in the Lincoln Academy community.

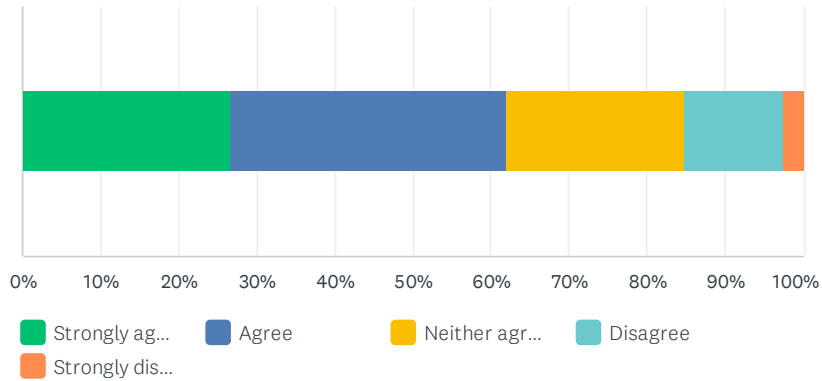
Answered: 277 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly agree	56.68%	157
Somewhat agree	22.38%	62
Neither agree nor disagree	15.52%	43
Somewhat disagree	3.97%	11
Strongly disagree	1.44%	4
<b>TOTAL</b>		<b>277</b>

### Q7 I know the school's process for resolving complaints or problems.

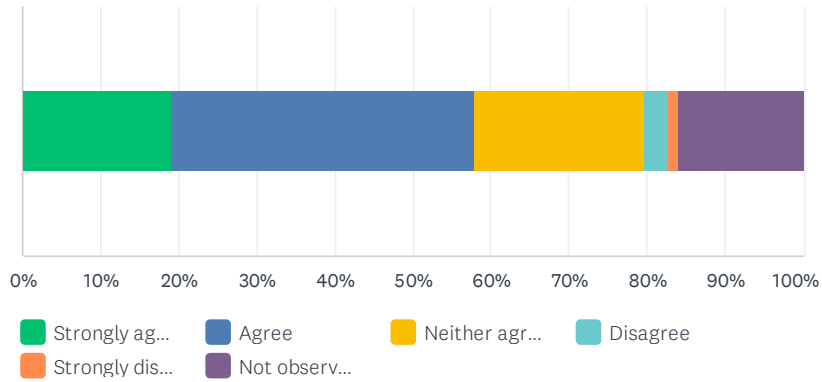
Answered: 278 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly agree	26.62%	74
Agree	35.25%	98
Neither agree nor disagree	23.02%	64
Disagree	12.59%	35
Strongly disagree	2.52%	7
<b>TOTAL</b>		<b>278</b>

## Q12 The Lincoln Academy Board of Directors is effective in governing the school.

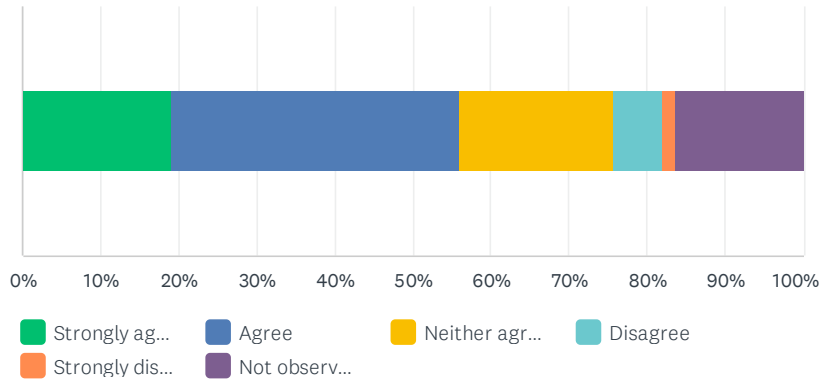
Answered: 268 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree	19.03%	51
Agree	38.81%	104
Neither agree nor disagree	22.01%	59
Disagree	2.99%	8
Strongly disagree	1.12%	3
Not observed	16.04%	43
<b>TOTAL</b>		<b>268</b>

### Q13 The Lincoln Academy Board of Directors is effective in communicating with the community.

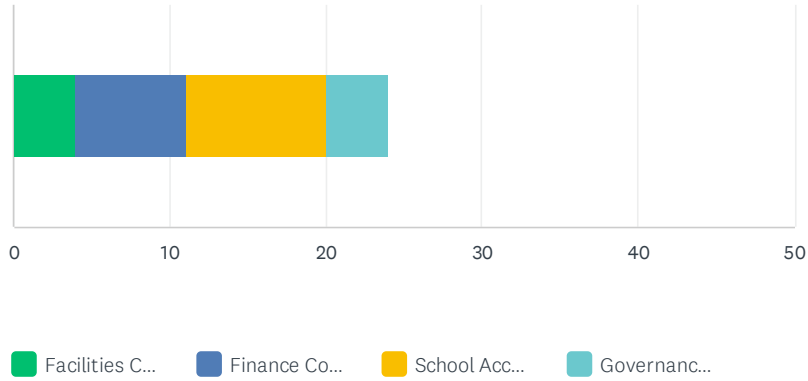
Answered: 268 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree	19.03%	51
Agree	36.94%	99
Neither agree nor disagree	19.78%	53
Disagree	6.34%	17
Strongly disagree	1.49%	4
Not observed	16.42%	44
<b>TOTAL</b>		<b>268</b>

**Q14 Would you be interested in joining any of the following Board Committees? Please check all that apply. (If you provide your contact information in the comments, the appropriate Board member will contact you.)**

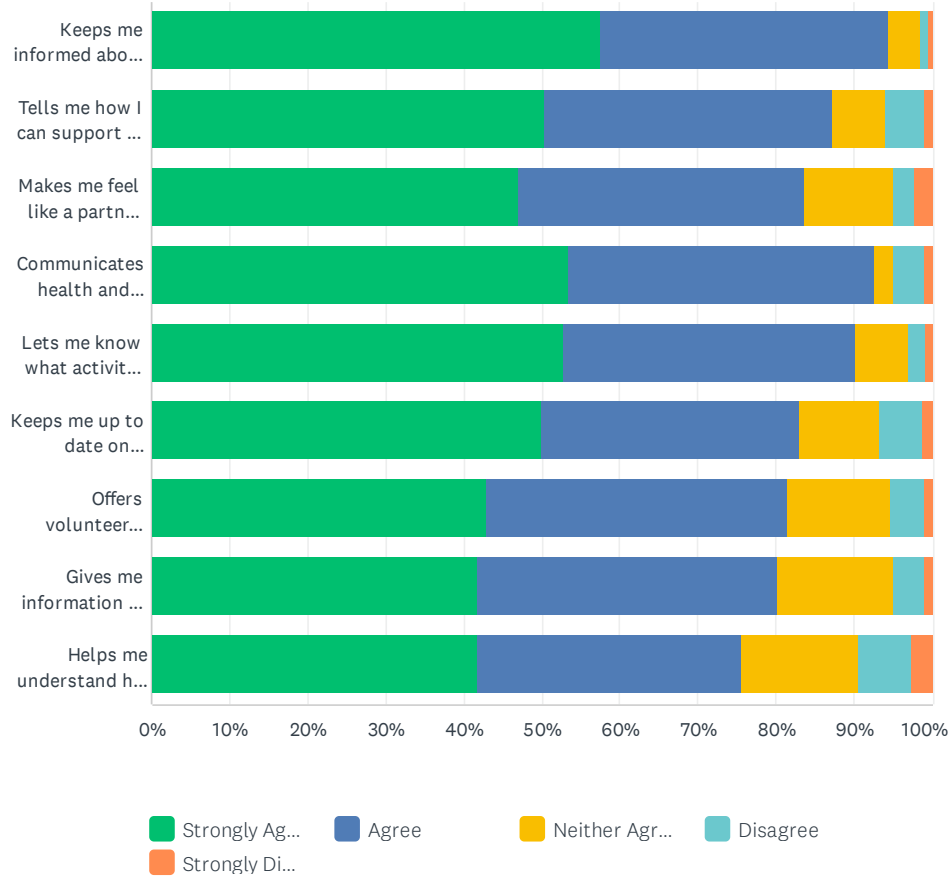
Answered: 16 Skipped: 270



ANSWER CHOICES	RESPONSES
Facilities Committee, please contact Micah Gilbreath: micahgilbreath@lincolnacademy.net	25.00% 4
Finance Committee, please contact Jeff Baucum: jeffbaucum@lincolnacademy.net	43.75% 7
School Accountability Committee, please contact Sarah Wasinger: sarahwasinger@lincolnacademy.net	56.25% 9
Governance Committee, please contact Doug Neely: dougneely@lincolnacademy.net	25.00% 4
Total Respondents: 16	

Q15 Lincoln uses a variety of means of communication including the Lincoln Loop, Monday teacher emails, Middle School Snapshot, and social media. Overall, communication from Lincoln:

Answered: 268 Skipped: 18

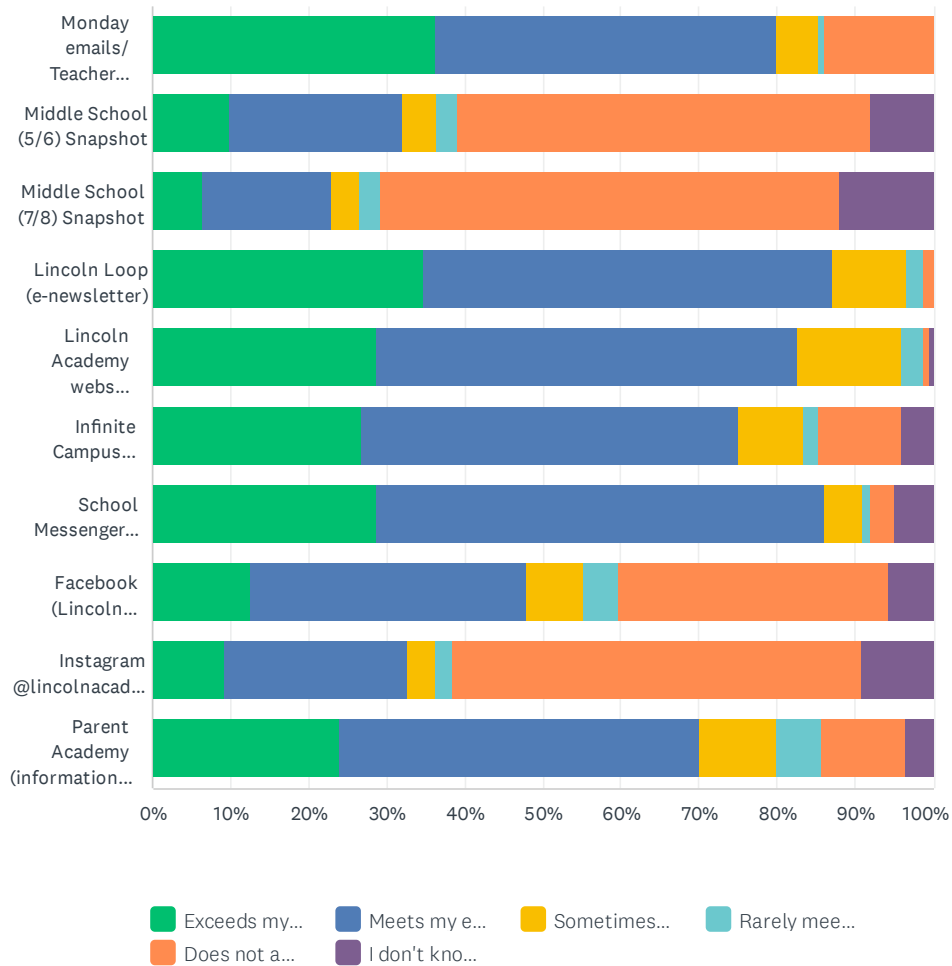


2021-2022 Lincoln Academy Family-School Relationship Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Keeps me informed about my student's classes	57.46% 154	36.94% 99	4.10% 11	1.12% 3	0.37% 1	268	4.50
Tells me how I can support my student's learning	50.37% 135	36.94% 99	6.72% 18	4.85% 13	1.12% 3	268	4.31
Makes me feel like a partner in my student's education	47.01% 126	36.57% 98	11.57% 31	2.61% 7	2.24% 6	268	4.24
Communicates health and safety information in a timely manner.	53.36% 143	39.18% 105	2.61% 7	3.73% 10	1.12% 3	268	4.40
Lets me know what activities are happening at the school	52.81% 141	37.45% 100	6.74% 18	2.25% 6	0.75% 2	267	4.39
Keeps me up to date on academic and social changes at the school	50.00% 133	33.08% 88	10.15% 27	5.64% 15	1.13% 3	266	4.25
Offers volunteer opportunities	42.91% 115	38.43% 103	13.43% 36	4.10% 11	1.12% 3	268	4.18
Gives me information on how I can support the school beyond classroom volunteer roles (fundraising, charter advocacy, committee and Board involvement)	41.79% 112	38.43% 103	14.93% 40	3.73% 10	1.12% 3	268	4.16
Helps me understand how the school values my student and my family	41.79% 112	33.96% 91	14.93% 40	6.72% 18	2.61% 7	268	4.06

### Q16 Please rate the overall effectiveness of the following communication methods:

Answered: 267 Skipped: 19

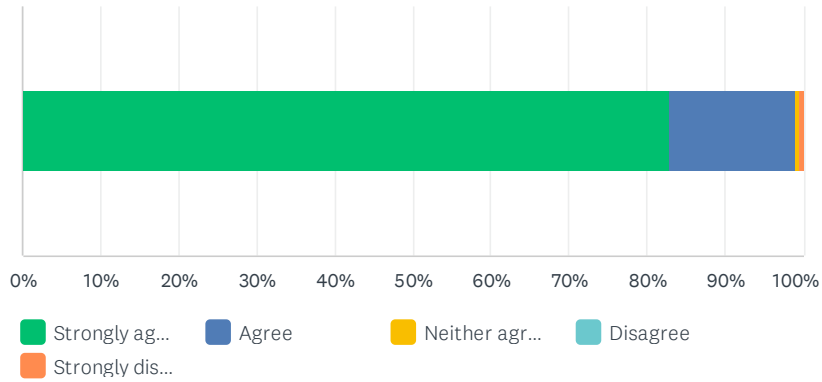


2021-2022 Lincoln Academy Family-School Relationship Survey

	EXCEEDS MY EXPECTATIONS	MEETS MY EXPECTATIONS	SOMETIMES MEETS MY EXPECTATIONS	RARELY MEETS MY EXPECTATIONS	DOES NOT APPLY	I DON'T KNOW WHAT THIS IS.	TOTAL	WEI AVE
Monday emails/ Teacher websites (K-6 only)	36.29% 94	43.63% 113	5.41% 14	0.77% 2	13.90% 36	0.00% 0	259	
Middle School (5/6) Snapshot	9.88% 25	22.13% 56	4.35% 11	2.77% 7	52.96% 134	7.91% 20	253	
Middle School (7/8) Snapshot	6.43% 16	16.47% 41	3.61% 9	2.81% 7	58.63% 146	12.05% 30	249	
Lincoln Loop (e-newsletter)	34.85% 92	52.27% 138	9.47% 25	2.27% 6	1.14% 3	0.00% 0	264	
Lincoln Academy website	28.68% 76	53.96% 143	13.21% 35	3.02% 8	0.75% 2	0.38% 1	265	
Infinite Campus (grades/report cards for grades 1-8)	26.79% 71	48.30% 128	8.30% 22	1.89% 5	10.57% 28	4.15% 11	265	
School Messenger (school-wide emails)	28.68% 76	57.36% 152	4.91% 13	1.13% 3	3.02% 8	4.91% 13	265	
Facebook (Lincoln Academy Charter)	12.55% 33	35.36% 93	7.22% 19	4.56% 12	34.60% 91	5.70% 15	263	
Instagram @lincolnacademyarvada	9.13% 24	23.57% 62	3.42% 9	2.28% 6	52.47% 138	9.13% 24	263	
Parent Academy (information night at the beginning of the year)	23.86% 63	46.21% 122	9.85% 26	5.68% 15	10.98% 29	3.41% 9	264	

### Q17 The office staff is professional and courteous when I call or come to the main office.

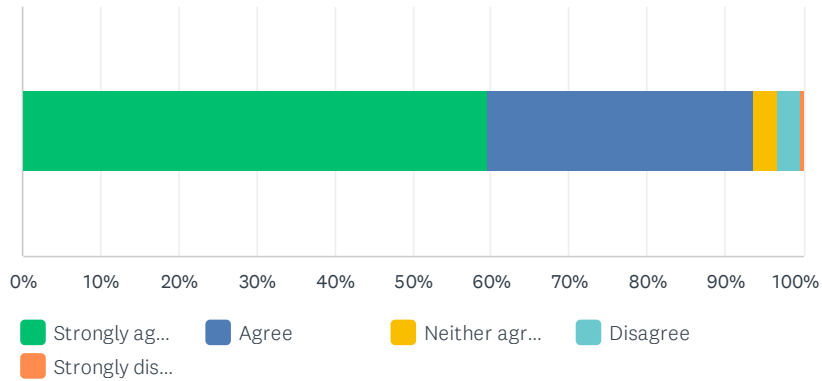
Answered: 267 Skipped: 19



ANSWER CHOICES	RESPONSES	
Strongly agree	82.77%	221
Agree	16.10%	43
Neither agree nor disagree	0.75%	2
Disagree	0.00%	0
Strongly disagree	0.37%	1
<b>TOTAL</b>		<b>267</b>

### Q18 Lincoln Academy is clean and well-maintained.

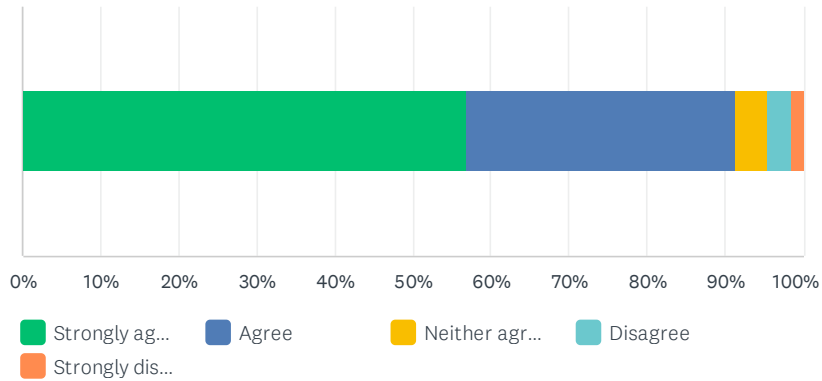
Answered: 267 Skipped: 19



ANSWER CHOICES	RESPONSES	
Strongly agree	59.55%	159
Agree	34.08%	91
Neither agree nor disagree	3.00%	8
Disagree	3.00%	8
Strongly disagree	0.37%	1
<b>TOTAL</b>		<b>267</b>

### Q19 Lincoln Academy makes student safety a priority.

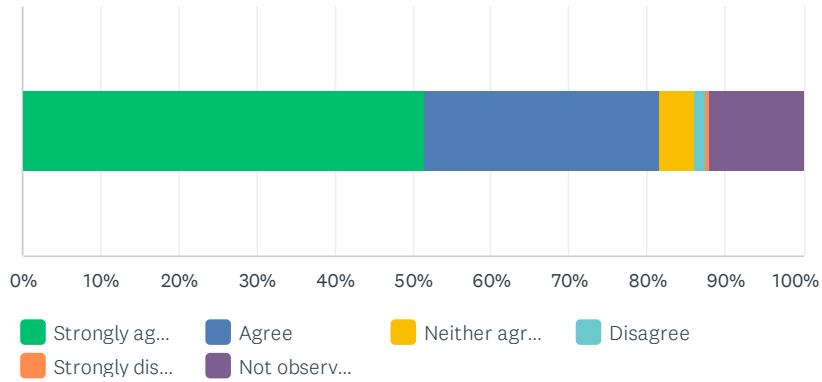
Answered: 266 Skipped: 20



ANSWER CHOICES	RESPONSES	
Strongly agree	56.77%	151
Agree	34.59%	92
Neither agree nor disagree	4.14%	11
Disagree	3.01%	8
Strongly disagree	1.50%	4
<b>TOTAL</b>		<b>266</b>

## Q20 My student has had a positive experience when needing to use the school clinic.

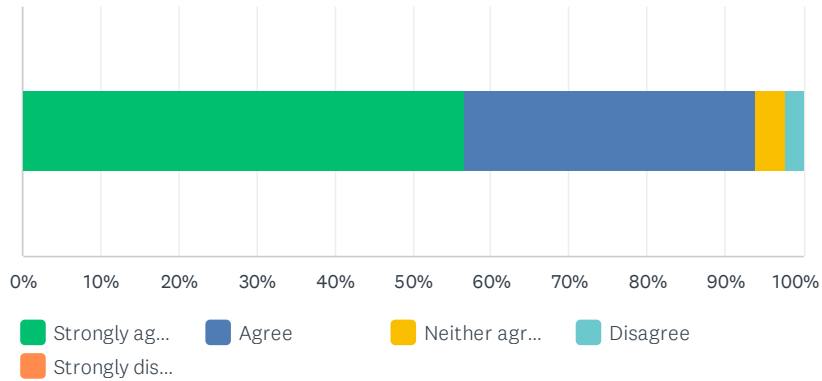
Answered: 266 Skipped: 20



ANSWER CHOICES	RESPONSES	
Strongly agree	51.50%	137
Agree	30.08%	80
Neither agree nor disagree	4.51%	12
Disagree	1.50%	4
Strongly disagree	0.38%	1
Not observed	12.03%	32
<b>TOTAL</b>		<b>266</b>

## Q22 School staff have high expectations for my Elementary student(s).

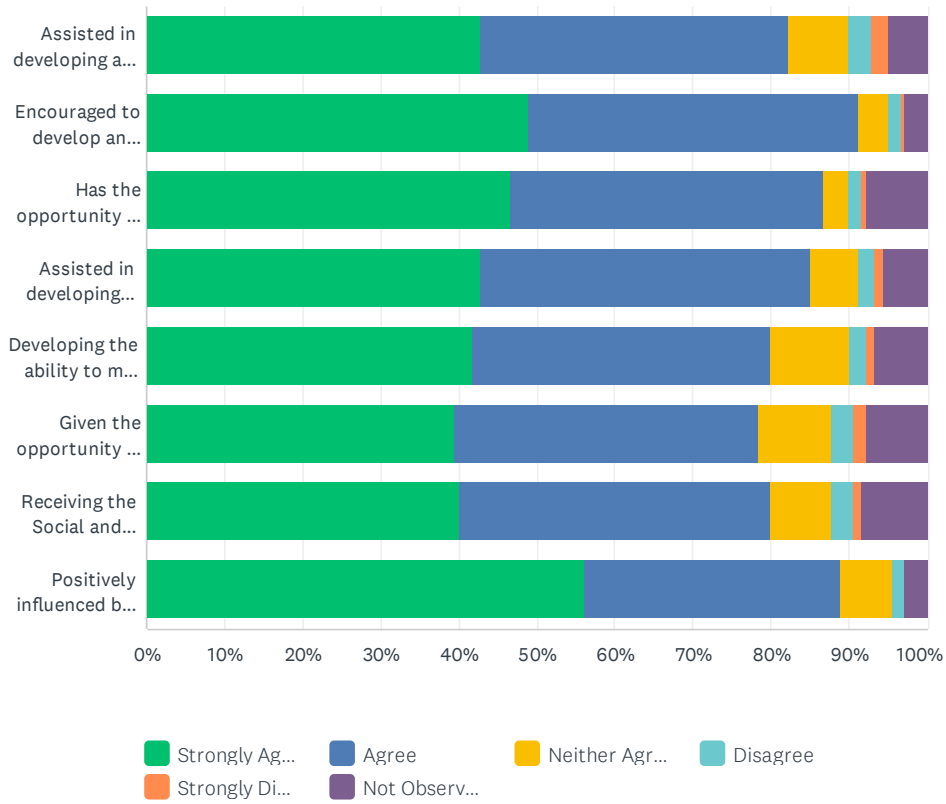
Answered: 180 Skipped: 106



ANSWER CHOICES	RESPONSES	
Strongly agree	56.67%	102
Agree	37.22%	67
Neither agree nor disagree	3.89%	7
Disagree	2.22%	4
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>180</b>

## Q23 Thinking about Emotional and Social development, my Elementary Student is:

Answered: 180 Skipped: 106

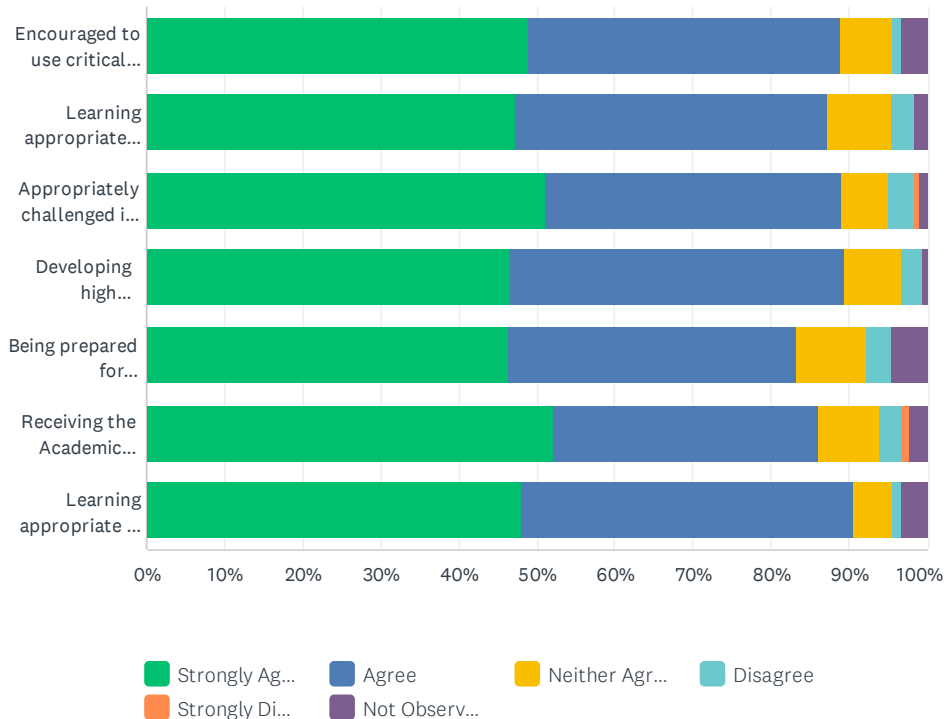


2021-2022 Lincoln Academy Family-School Relationship Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Assisted in developing a healthy self-image.	42.78% 77	39.44% 71	7.78% 14	2.78% 5	2.22% 4	5.00% 9	180	4.24
Encouraged to develop an appreciation, compassion and respect for others.	48.89% 88	42.22% 76	3.89% 7	1.67% 3	0.56% 1	2.78% 5	180	4.41
Has the opportunity to experience success in group participation as a leader and follower.	46.67% 84	40.00% 72	3.33% 6	1.67% 3	0.56% 1	7.78% 14	180	4.42
Assisted in developing self-control and responsibility as a way of life.	42.78% 77	42.22% 76	6.11% 11	2.22% 4	1.11% 2	5.56% 10	180	4.31
Developing the ability to meet change, uncertainty and complexity with confidence.	41.67% 75	38.33% 69	10.00% 18	2.22% 4	1.11% 2	6.67% 12	180	4.26
Given the opportunity to be heard and advocate for him/herself.	39.44% 71	38.89% 70	9.44% 17	2.78% 5	1.67% 3	7.78% 14	180	4.21
Receiving the Social and Emotional support needed to be successful.	40.00% 72	40.00% 72	7.78% 14	2.78% 5	1.11% 2	8.33% 15	180	4.25
Positively influenced by the LA PRIDE (Pride Paw) program.	56.11% 101	32.78% 59	6.67% 12	1.67% 3	0.00% 0	2.78% 5	180	4.47

## Q24 Thinking about Academic development, my Elementary Student is:

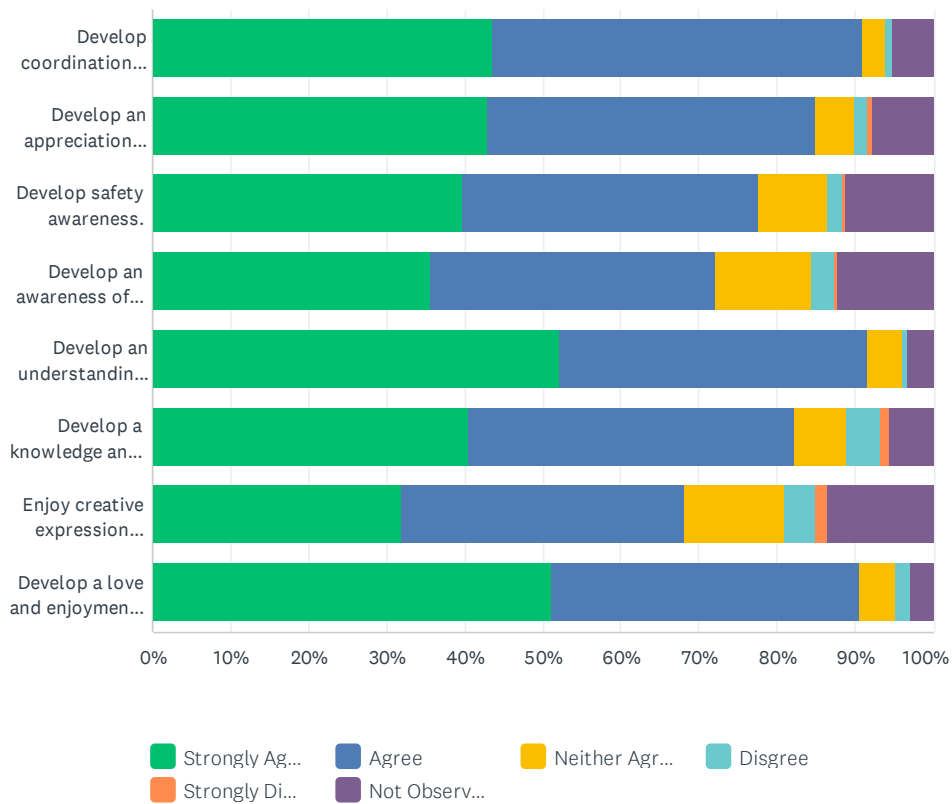
Answered: 180 Skipped: 106



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Encouraged to use critical thinking about class topics.	48.89% 88	40.00% 72	6.67% 12	1.11% 2	0.00% 0	3.33% 6	180	4.41
Learning appropriate study skills and work ethics.	47.22% 85	40.00% 72	8.33% 15	2.78% 5	0.00% 0	1.67% 3	180	4.34
Appropriately challenged in core subjects.	51.11% 92	37.78% 68	6.11% 11	3.33% 6	0.56% 1	1.11% 2	180	4.37
Developing high expectations for the quality of his/her own work.	46.67% 84	42.78% 77	7.22% 13	2.78% 5	0.00% 0	0.56% 1	180	4.34
Being prepared for intelligent, responsible citizenship.	46.37% 83	36.87% 66	8.94% 16	3.35% 6	0.00% 0	4.47% 8	179	4.32
Receiving the Academic Support s/he needs to be successful.	52.22% 94	33.89% 61	7.78% 14	2.78% 5	1.11% 2	2.22% 4	180	4.36
Learning appropriate use of technology as an academic and creative tool.	48.04% 86	42.46% 76	5.03% 9	1.12% 2	0.00% 0	3.35% 6	179	4.42

## Q25 Thinking about Physical and Artistic development, Elementary Specials encourage my student to

Answered: 180 Skipped: 106

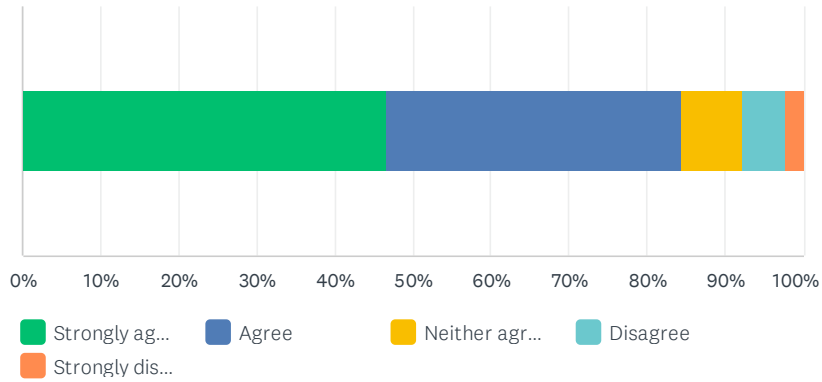


2021-2022 Lincoln Academy Family-School Relationship Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Develop coordination skills.	43.58% 78	47.49% 85	2.79% 5	1.12% 2	0.00% 0	5.03% 9	179	1.59
Develop an appreciation of sports through observation and participation.	43.02% 77	41.90% 75	5.03% 9	1.68% 3	0.56% 1	7.82% 14	179	1.64
Develop safety awareness.	39.66% 71	37.99% 68	8.94% 16	1.68% 3	0.56% 1	11.17% 20	179	1.71
Develop an awareness of and appreciation for nature.	35.56% 64	36.67% 66	12.22% 22	2.78% 5	0.56% 1	12.22% 22	180	1.82
Develop an understanding and enjoyment of art and its materials.	52.22% 94	39.44% 71	4.44% 8	0.56% 1	0.00% 0	3.33% 6	180	1.52
Develop a knowledge and enjoyment of a variety of musical expressions.	40.56% 73	41.67% 75	6.67% 12	4.44% 8	1.11% 2	5.56% 10	180	1.77
Enjoy creative expression through drama, musicals and visual arts.	31.84% 57	36.31% 65	12.85% 23	3.91% 7	1.68% 3	13.41% 24	179	1.93
Develop a love and enjoyment of literature by accessing library materials.	51.11% 92	39.44% 71	4.44% 8	2.22% 4	0.00% 0	2.78% 5	180	1.57

### Q26 My Elementary Student is reaching his/her highest social, emotional, and academic potential at Lincoln Academy.

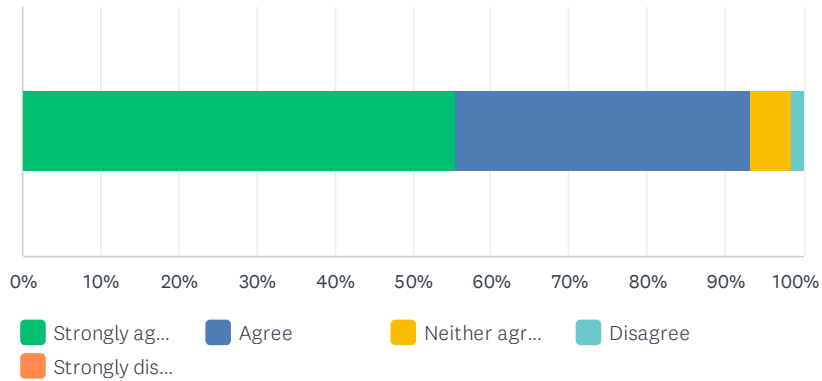
Answered: 180 Skipped: 106



ANSWER CHOICES	RESPONSES	
Strongly agree	46.67%	84
Agree	37.78%	68
Neither agree nor disagree	7.78%	14
Disagree	5.56%	10
Strongly disagree	2.22%	4
<b>TOTAL</b>		<b>180</b>

### Q28 School staff have high expectations for my 5th/6th Grade Student(s).

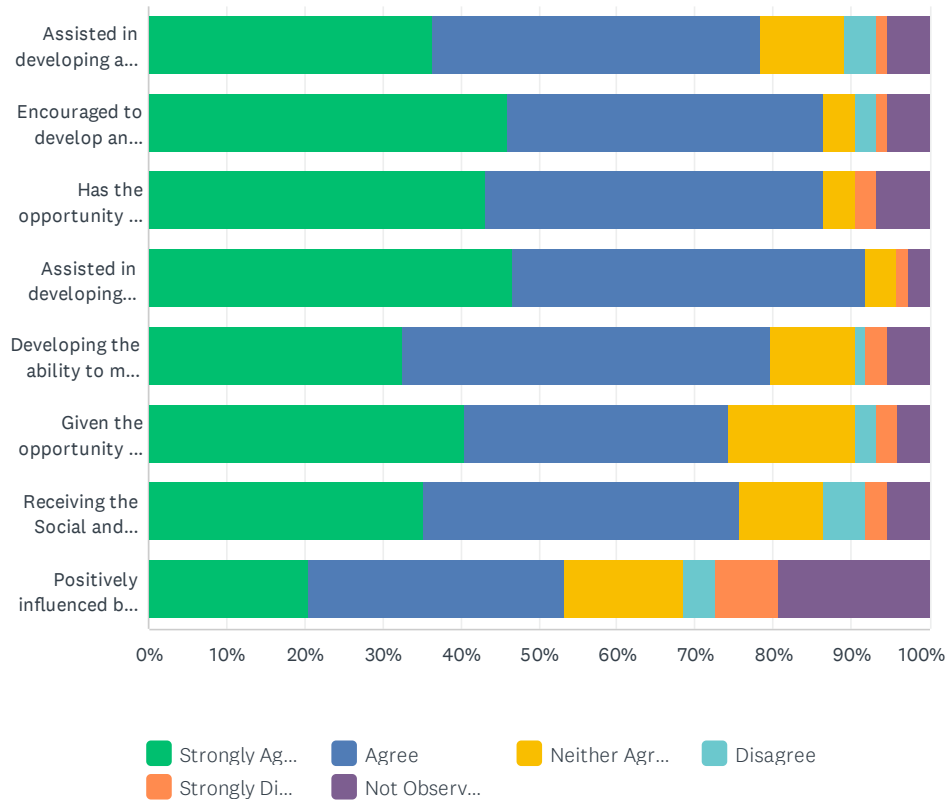
Answered: 74 Skipped: 212



ANSWER CHOICES	RESPONSES	
Strongly agree	55.41%	41
Agree	37.84%	28
Neither agree nor disagree	5.41%	4
Disagree	1.35%	1
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>74</b>

## Q29 Thinking about Emotional and Social development, my 5th/6th Grade Student is:

Answered: 74 Skipped: 212

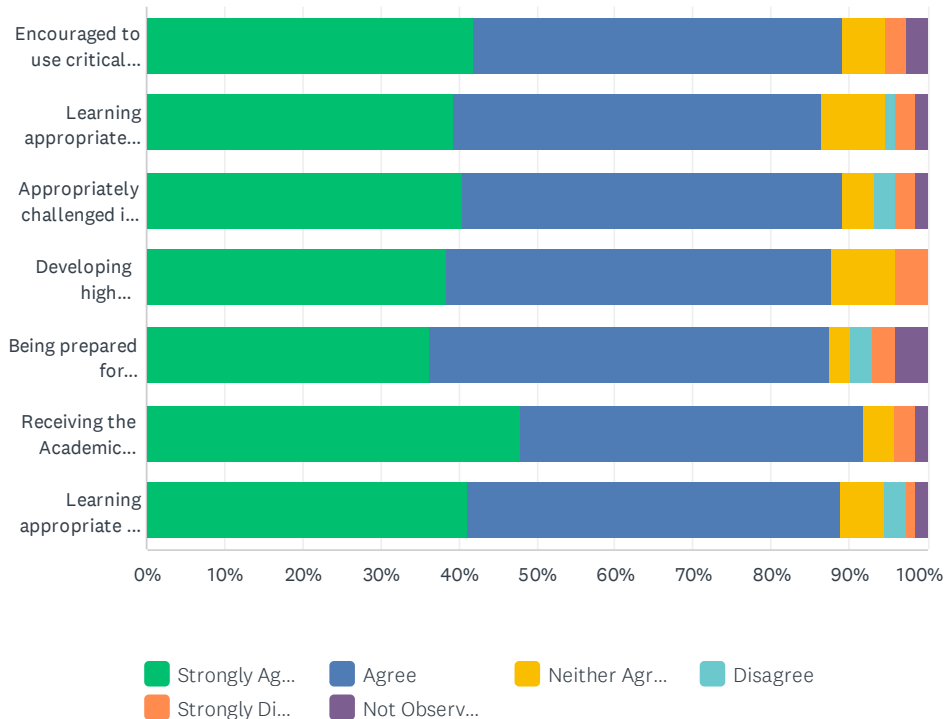


2021-2022 Lincoln Academy Family-School Relationship Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Assisted in developing a healthy self-image.	36.49% 27	41.89% 31	10.81% 8	4.05% 3	1.35% 1	5.41% 4	74	4.14
Encouraged to develop an appreciation, compassion and respect for others.	45.95% 34	40.54% 30	4.05% 3	2.70% 2	1.35% 1	5.41% 4	74	4.34
Has the opportunity to experience success in group participation as a leader and follower.	43.24% 32	43.24% 32	4.05% 3	0.00% 0	2.70% 2	6.76% 5	74	4.33
Assisted in developing self-control and responsibility as a way of life.	46.58% 34	45.21% 33	4.11% 3	0.00% 0	1.37% 1	2.74% 2	73	4.39
Developing the ability to meet change, uncertainty and complexity with confidence.	32.43% 24	47.30% 35	10.81% 8	1.35% 1	2.70% 2	5.41% 4	74	4.11
Given the opportunity to be heard and advocate for him/herself.	40.54% 30	33.78% 25	16.22% 12	2.70% 2	2.70% 2	4.05% 3	74	4.11
Receiving the Social and Emotional support needed to be successful.	35.14% 26	40.54% 30	10.81% 8	5.41% 4	2.70% 2	5.41% 4	74	4.06
Positively influenced by the LA PRIDE Paw program.	20.55% 15	32.88% 24	15.07% 11	4.11% 3	8.22% 6	19.18% 14	73	3.66

### Q30 Thinking about Academic development, my 5th/6th Grade Student is:

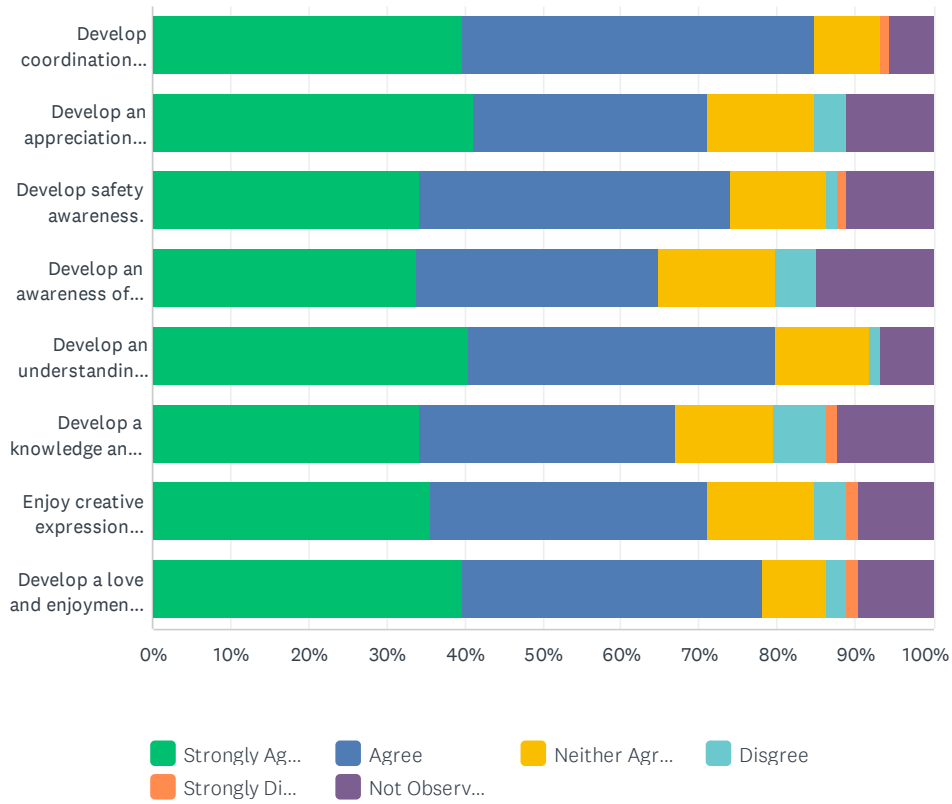
Answered: 74 Skipped: 212



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Encouraged to use critical thinking about class topics.	41.89% 31	47.30% 35	5.41% 4	0.00% 0	2.70% 2	2.70% 2	74	4.29
Learning appropriate study skills and work ethics.	39.19% 29	47.30% 35	8.11% 6	1.35% 1	2.70% 2	1.35% 1	74	4.21
Appropriately challenged in core subjects.	40.54% 30	48.65% 36	4.05% 3	2.70% 2	2.70% 2	1.35% 1	74	4.23
Developing high expectations for the quality of his/her own work.	38.36% 28	49.32% 36	8.22% 6	0.00% 0	4.11% 3	0.00% 0	73	4.18
Being prepared for intelligent, responsible citizenship.	36.11% 26	51.39% 37	2.78% 2	2.78% 2	2.78% 2	4.17% 3	72	4.20
Receiving the Academic Support s/he needs to be successful.	47.95% 35	43.84% 32	4.11% 3	0.00% 0	2.74% 2	1.37% 1	73	4.36
Learning appropriate use of technology as an academic and creative tool.	41.10% 30	47.95% 35	5.48% 4	2.74% 2	1.37% 1	1.37% 1	73	4.26

### Q31 Thinking about Physical and Artistic development, 5th/6th grade Electives encourage my student to:

Answered: 74 Skipped: 212

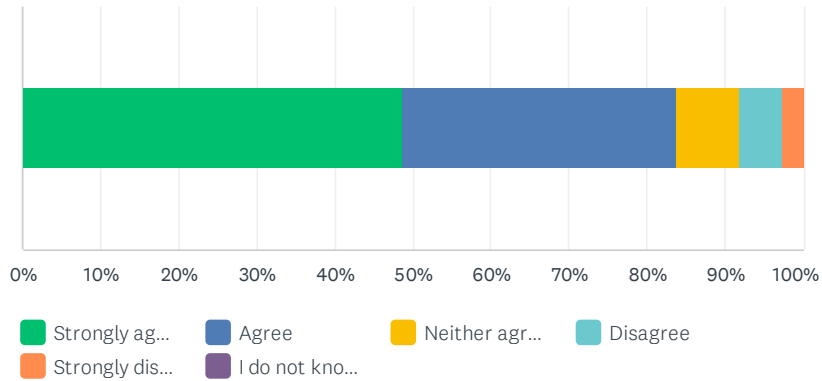


2021-2022 Lincoln Academy Family-School Relationship Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Develop coordination skills.	39.73% 29	45.21% 33	8.22% 6	0.00% 0	1.37% 1	5.48% 4	73	1.71
Develop an appreciation of sports through observation and participation.	41.10% 30	30.14% 22	13.70% 10	4.11% 3	0.00% 0	10.96% 8	73	1.78
Develop safety awareness.	34.25% 25	39.73% 29	12.33% 9	1.37% 1	1.37% 1	10.96% 8	73	1.83
Develop an awareness of and appreciation for nature.	33.78% 25	31.08% 23	14.86% 11	5.41% 4	0.00% 0	14.86% 11	74	1.90
Develop an understanding and enjoyment of art and its materials.	40.54% 30	39.19% 29	12.16% 9	1.35% 1	0.00% 0	6.76% 5	74	1.72
Develop a knowledge and enjoyment of a variety of musical expressions.	34.25% 25	32.88% 24	12.33% 9	6.85% 5	1.37% 1	12.33% 9	73	1.95
Enjoy creative expression through drama, musicals and/or visual arts.	35.62% 26	35.62% 26	13.70% 10	4.11% 3	1.37% 1	9.59% 7	73	1.89
Develop a love and enjoyment of literature.	39.73% 29	38.36% 28	8.22% 6	2.74% 2	1.37% 1	9.59% 7	73	1.76

### Q32 I am satisfied with the Electives offered in 5th and 6th grades.

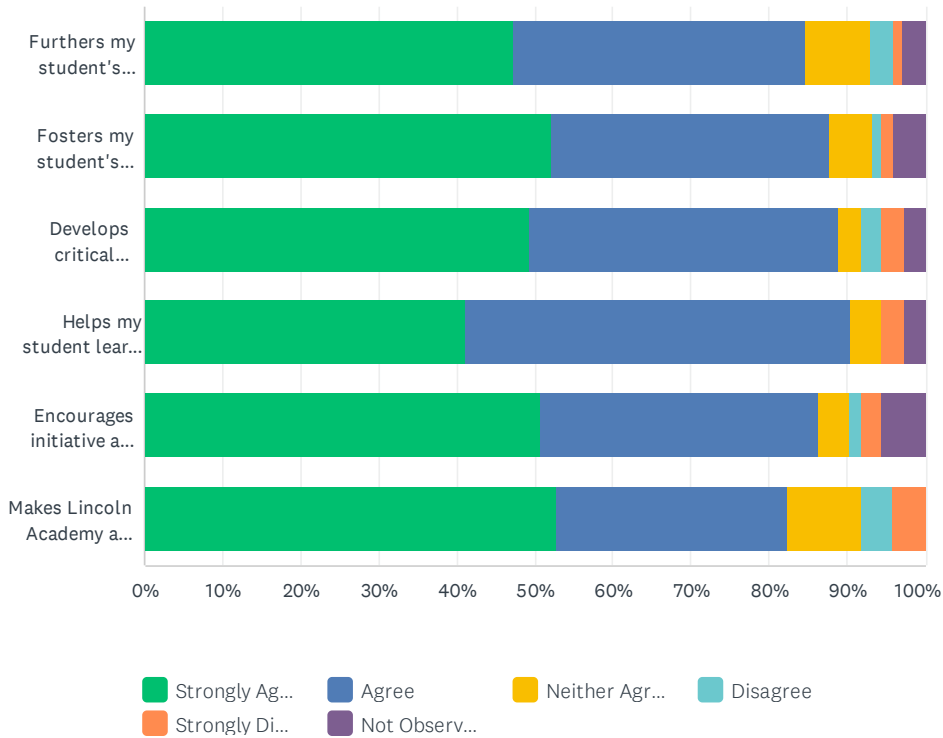
Answered: 74 Skipped: 212



ANSWER CHOICES	RESPONSES	
Strongly agree	48.65%	36
Agree	35.14%	26
Neither agree nor disagree	8.11%	6
Disagree	5.41%	4
Strongly disagree	2.70%	2
I do not know what electives are available.	0.00%	0
<b>TOTAL</b>		<b>74</b>

### Q33 The STEM program in 5th/6th grades...

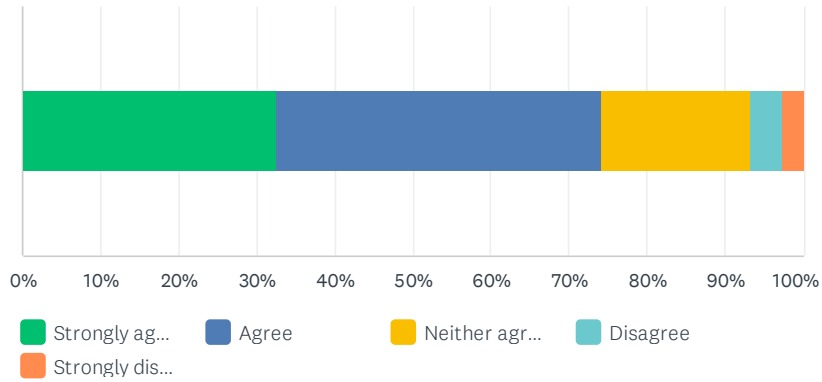
Answered: 74 Skipped: 212



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Furthers my student's understanding of the engineering design process.	47.22% 34	37.50% 27	8.33% 6	2.78% 2	1.39% 1	2.78% 2	72	4.30
Fosters my student's ability to work collaboratively.	52.05% 38	35.62% 26	5.48% 4	1.37% 1	1.37% 1	4.11% 3	73	4.41
Develops critical thinking and problem solving.	49.32% 36	39.73% 29	2.74% 2	2.74% 2	2.74% 2	2.74% 2	73	4.34
Helps my student learn to obtain, evaluate, and communicate Information.	41.10% 30	49.32% 36	4.11% 3	0.00% 0	2.74% 2	2.74% 2	73	4.30
Encourages initiative and self-direction.	50.68% 37	35.62% 26	4.11% 3	1.37% 1	2.74% 2	5.48% 4	73	4.38
Makes Lincoln Academy a better choice than other schools for my student.	52.70% 39	29.73% 22	9.46% 7	4.05% 3	4.05% 3	0.00% 0	74	4.23

### Q34 My 5th/6th Grade Student is reaching his/her highest social, emotional, and academic potential at Lincoln Academy.

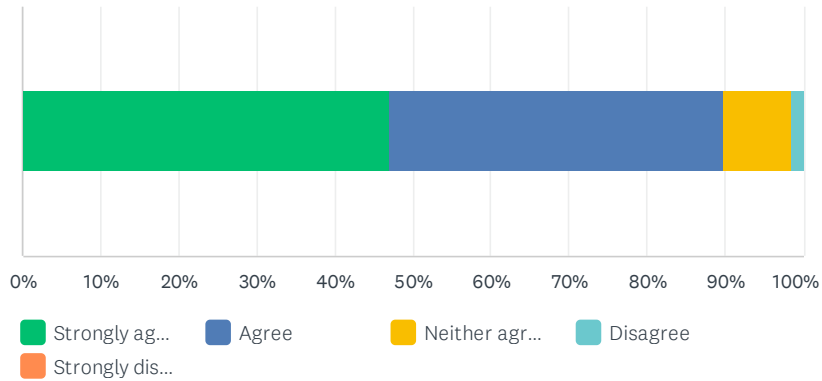
Answered: 74 Skipped: 212



ANSWER CHOICES	RESPONSES	
Strongly agree	32.43%	24
Agree	41.89%	31
Neither agree nor disagree	18.92%	14
Disagree	4.05%	3
Strongly disagree	2.70%	2
<b>TOTAL</b>		<b>74</b>

### Q36 School staff have high expectations for my 7th/8th Grade Student(s).

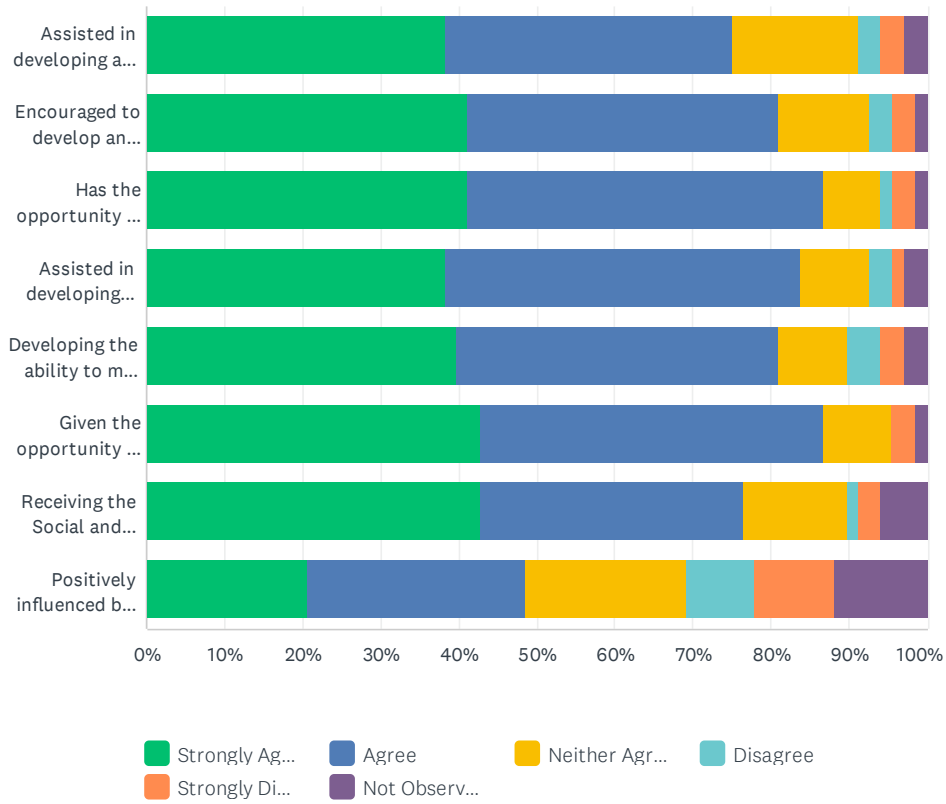
Answered: 68 Skipped: 218



ANSWER CHOICES	RESPONSES	
Strongly agree	47.06%	32
Agree	42.65%	29
Neither agree nor disagree	8.82%	6
Disagree	1.47%	1
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>68</b>

### Q37 Thinking about Emotional and Social development, my 7th /8th Grade Student is:

Answered: 68 Skipped: 218

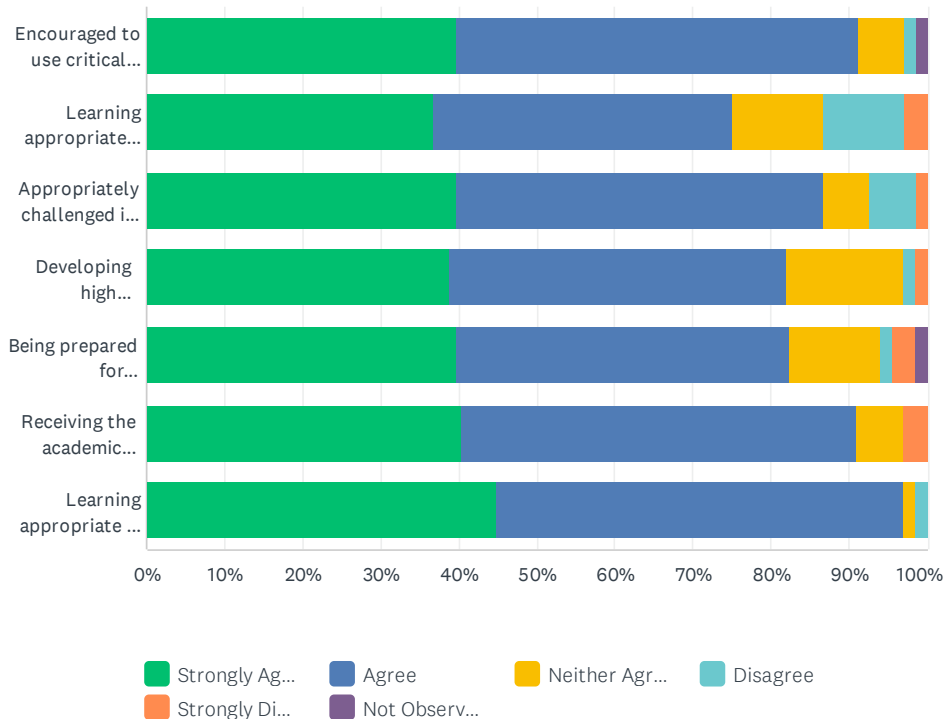


2021-2022 Lincoln Academy Family-School Relationship Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Assisted in developing a healthy self-image.	38.24% 26	36.76% 25	16.18% 11	2.94% 2	2.94% 2	2.94% 2	68	4.08
Encouraged to develop an appreciation, compassion and respect for others.	41.18% 28	39.71% 27	11.76% 8	2.94% 2	2.94% 2	1.47% 1	68	4.15
Has the opportunity to experience success in group participation as a leader and follower.	41.18% 28	45.59% 31	7.35% 5	1.47% 1	2.94% 2	1.47% 1	68	4.22
Assisted in developing self-control and responsibility as a way of life.	38.24% 26	45.59% 31	8.82% 6	2.94% 2	1.47% 1	2.94% 2	68	4.20
Developing the ability to meet change, uncertainty and complexity with confidence.	39.71% 27	41.18% 28	8.82% 6	4.41% 3	2.94% 2	2.94% 2	68	4.14
Given the opportunity to be heard and advocate for him/herself.	42.65% 29	44.12% 30	8.82% 6	0.00% 0	2.94% 2	1.47% 1	68	4.25
Receiving the Social and Emotional support needed to be successful.	42.65% 29	33.82% 23	13.24% 9	1.47% 1	2.94% 2	5.88% 4	68	4.19
Positively influenced by the LA PRIDE Paw program.	20.59% 14	27.94% 19	20.59% 14	8.82% 6	10.29% 7	11.76% 8	68	3.45

### Q38 Thinking about Academic development, my 7th/8th Grade Student is:

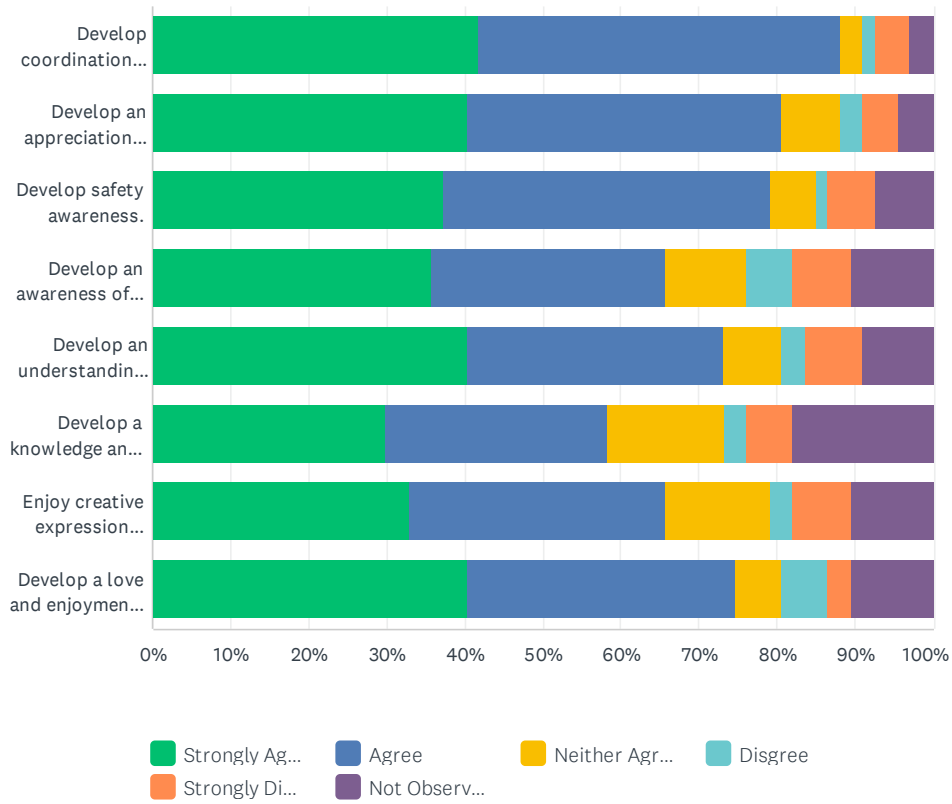
Answered: 68 Skipped: 218



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Encouraged to use critical thinking about class topics.	39.71% 27	51.47% 35	5.88% 4	1.47% 1	0.00% 0	1.47% 1	68	4.31
Learning appropriate study skills and work ethics.	36.76% 25	38.24% 26	11.76% 8	10.29% 7	2.94% 2	0.00% 0	68	3.96
Appropriately challenged in core subjects.	39.71% 27	47.06% 32	5.88% 4	5.88% 4	1.47% 1	0.00% 0	68	4.18
Developing high expectations for the quality of his/her own work.	38.81% 26	43.28% 29	14.93% 10	1.49% 1	1.49% 1	0.00% 0	67	4.16
Being prepared for intelligent, responsible citizenship.	39.71% 27	42.65% 29	11.76% 8	1.47% 1	2.94% 2	1.47% 1	68	4.16
Receiving the academic support s/he needs to be successful.	40.30% 27	50.75% 34	5.97% 4	0.00% 0	2.99% 2	0.00% 0	67	4.25
Learning appropriate use of technology as an academic and creative tool.	44.78% 30	52.24% 35	1.49% 1	1.49% 1	0.00% 0	0.00% 0	67	4.40

### Q39 Thinking about Physical and Artistic development, 7th and 8th grade Electives encourage my student to:

Answered: 67 Skipped: 219

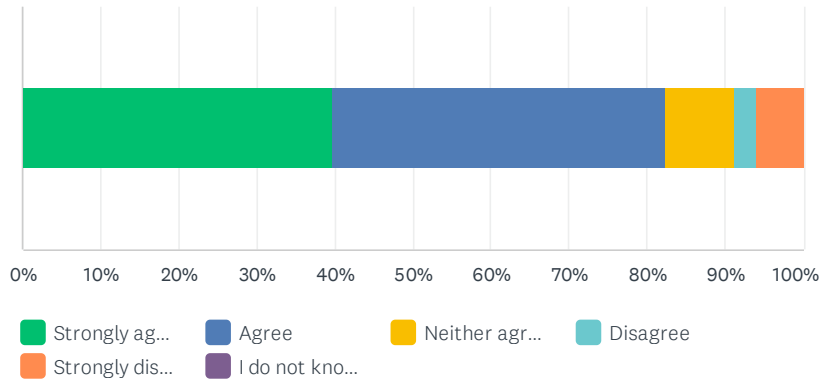


2021-2022 Lincoln Academy Family-School Relationship Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Develop coordination skills.	41.79% 28	46.27% 31	2.99% 2	1.49% 1	4.48% 3	2.99% 2	67	1.77
Develop an appreciation of sports through observation and participation.	40.30% 27	40.30% 27	7.46% 5	2.99% 2	4.48% 3	4.48% 3	67	1.86
Develop safety awareness.	37.31% 25	41.79% 28	5.97% 4	1.49% 1	5.97% 4	7.46% 5	67	1.89
Develop an awareness of and appreciation for nature.	35.82% 24	29.85% 20	10.45% 7	5.97% 4	7.46% 5	10.45% 7	67	2.10
Develop an understanding and enjoyment of art and its materials.	40.30% 27	32.84% 22	7.46% 5	2.99% 2	7.46% 5	8.96% 6	67	1.95
Develop a knowledge and enjoyment of a variety of musical expressions.	29.85% 20	28.36% 19	14.93% 10	2.99% 2	5.97% 4	17.91% 12	67	2.11
Enjoy creative expression through drama, musicals and/or visual arts.	32.84% 22	32.84% 22	13.43% 9	2.99% 2	7.46% 5	10.45% 7	67	2.10
Develop a love and enjoyment of literature.	40.30% 27	34.33% 23	5.97% 4	5.97% 4	2.99% 2	10.45% 7	67	1.85

### Q40 I am satisfied with the Electives offered in 7th and 8th grades.

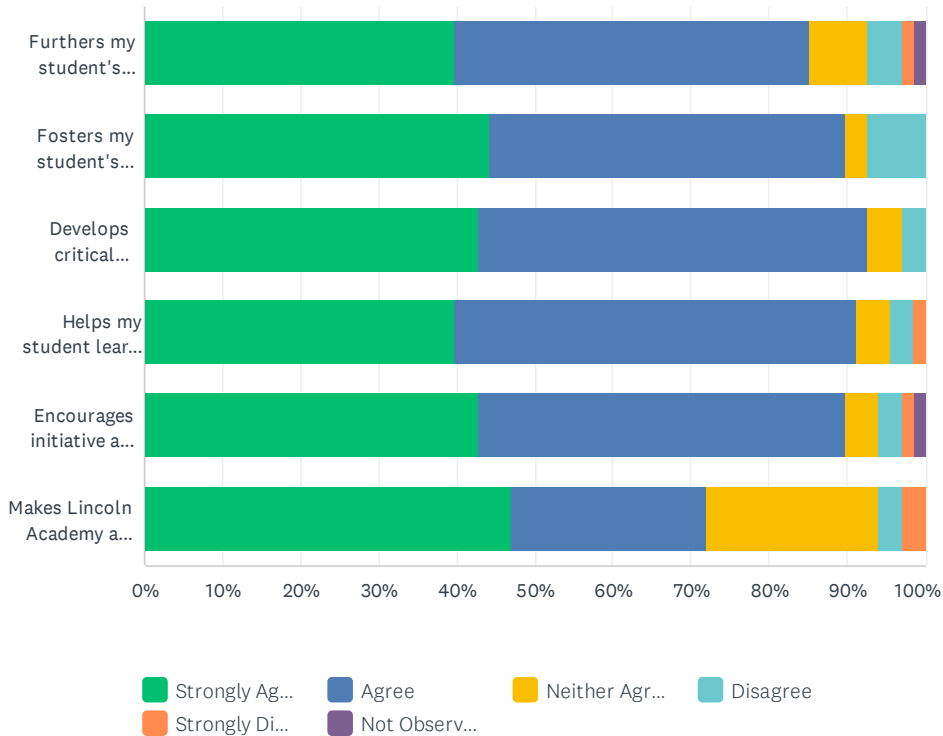
Answered: 68 Skipped: 218



ANSWER CHOICES	RESPONSES	
Strongly agree	39.71%	27
Agree	42.65%	29
Neither agree nor disagree	8.82%	6
Disagree	2.94%	2
Strongly disagree	5.88%	4
I do not know what electives are available.	0.00%	0
<b>TOTAL</b>		<b>68</b>

### Q41 The STEM program in 7th/8th grades...

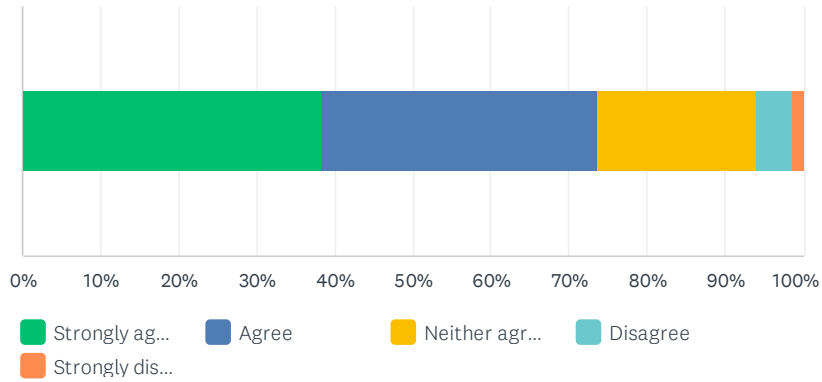
Answered: 68 Skipped: 218



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Furthers my student's understanding of the engineering design process.	39.71% 27	45.59% 31	7.35% 5	4.41% 3	1.47% 1	1.47% 1	68	4.19
Fosters my student's ability to work collaboratively.	44.12% 30	45.59% 31	2.94% 2	7.35% 5	0.00% 0	0.00% 0	68	4.26
Develops critical thinking and problem solving.	42.65% 29	50.00% 34	4.41% 3	2.94% 2	0.00% 0	0.00% 0	68	4.32
Helps my student learn to obtain, evaluate, and communicate Information.	39.71% 27	51.47% 35	4.41% 3	2.94% 2	1.47% 1	0.00% 0	68	4.25
Encourages initiative and self-direction.	42.65% 29	47.06% 32	4.41% 3	2.94% 2	1.47% 1	1.47% 1	68	4.28
Makes Lincoln Academy a better choice than other schools for my student.	47.06% 32	25.00% 17	22.06% 15	2.94% 2	2.94% 2	0.00% 0	68	4.10

### Q42 My 7th/8th Grade Student is reaching his/her highest social, emotional, and academic potential at Lincoln Academy.

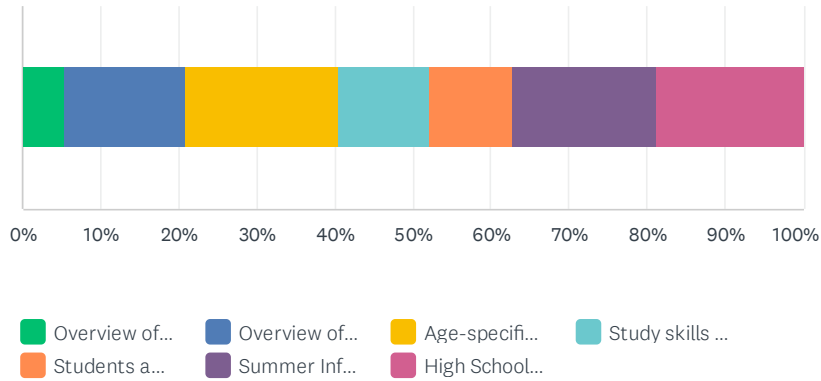
Answered: 68 Skipped: 218



ANSWER CHOICES	RESPONSES	
Strongly agree	38.24%	26
Agree	35.29%	24
Neither agree nor disagree	20.59%	14
Disagree	4.41%	3
Strongly disagree	1.47%	1
<b>TOTAL</b>		<b>68</b>

### Q43 What types of parent/family seminars or programs could Lincoln Academy provide to assist you in meeting the academic, social, and/or emotional needs of your student(s)?

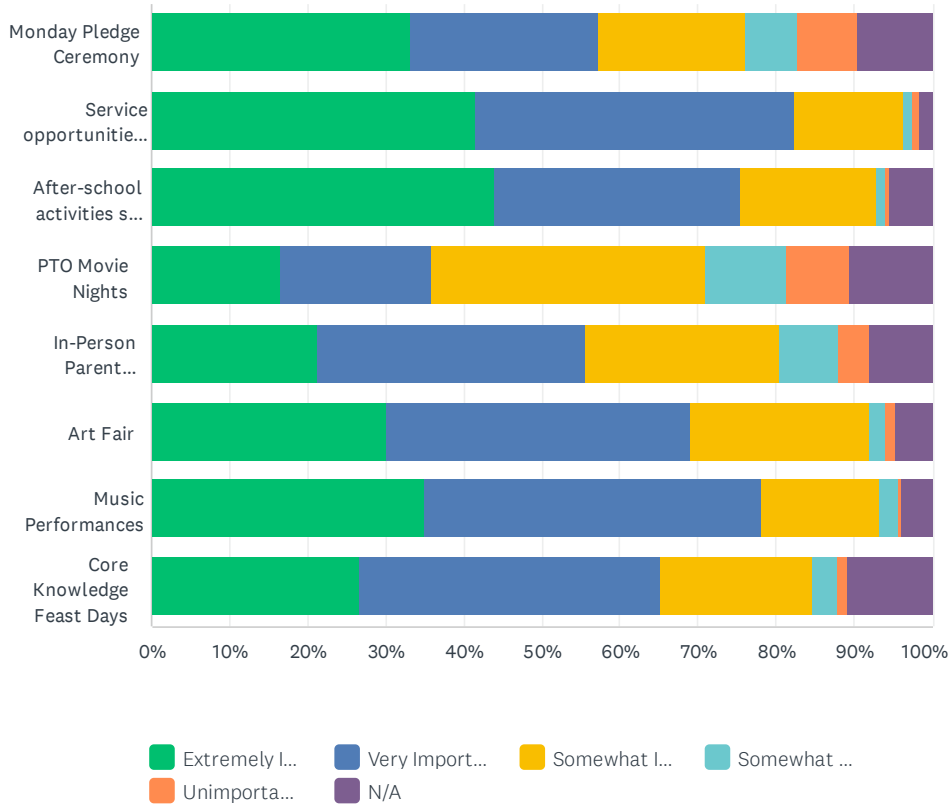
Answered: 207 Skipped: 79



ANSWER CHOICES	RESPONSES	
Overview of Department of Student Success (educational interventions such as IEP, ALP, 504, READ plans and how they are accessed)	5.31%	11
Overview of Social and Emotional Learning resources (how social and emotional skills are incorporated into classrooms, mental health resources available)	15.46%	32
Age-specific seminars on student social/emotional/academic developmental stages	19.81%	41
Study skills workshops (note-taking, graphic organizers, time planning)	11.59%	24
Students and Technology (i.e. "Screenagers", internet safety, setting limits)	10.63%	22
Summer Information and Resource Fair (camps, child care, events, recreation)	18.36%	38
High School Resource Fair	18.84%	39
<b>TOTAL</b>		<b>207</b>

Q44 As we look forward to the opportunity to reinstate more of our School Year activities, please rate the importance of the following activities or types of activities

Answered: 252 Skipped: 34

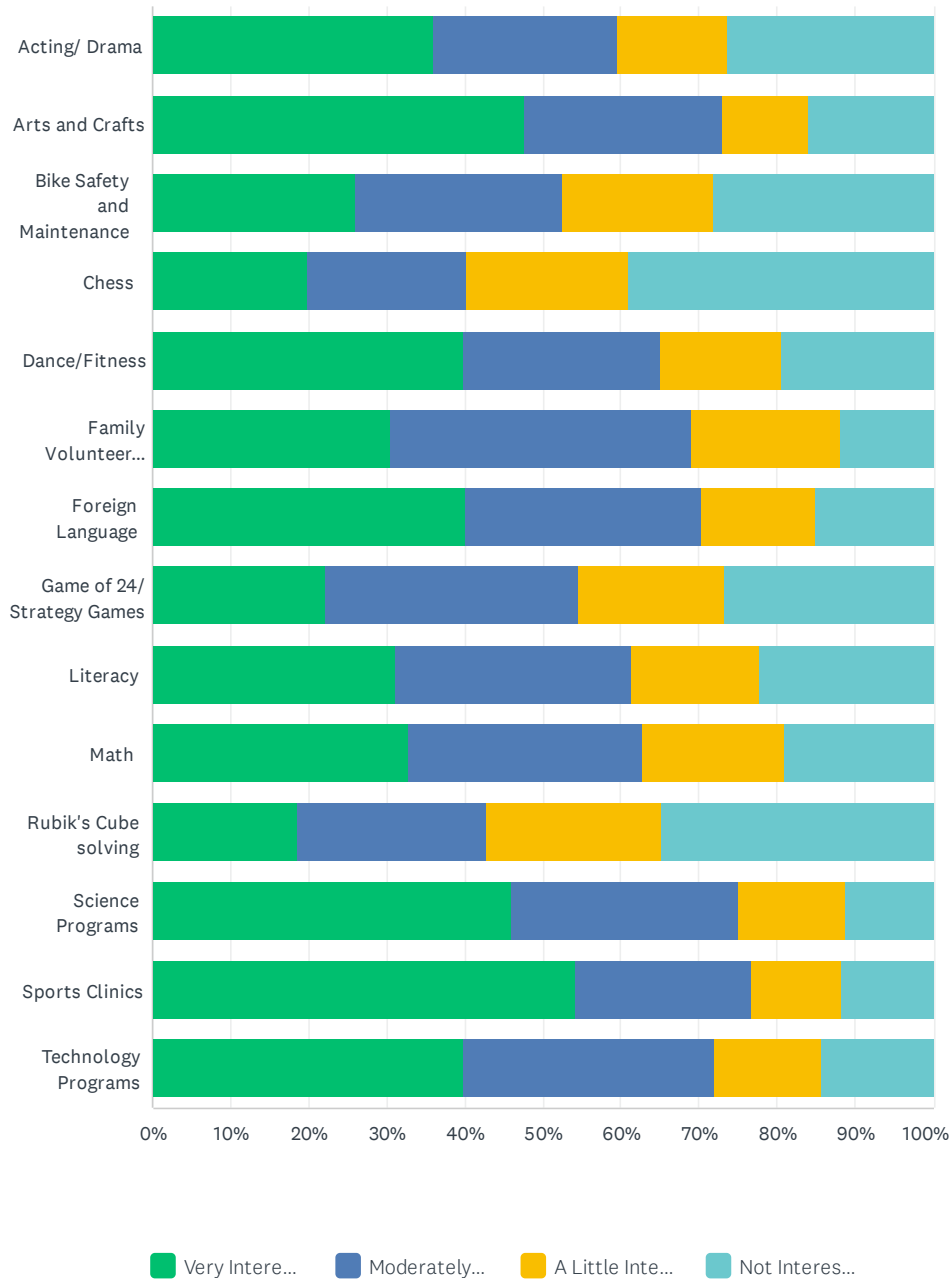


2021-2022 Lincoln Academy Family-School Relationship Survey

	EXTREMELY IMPORTANT	VERY IMPORTANT	SOMEWHAT IMPORTANT	SOMEWHAT UNIMPORTANT	UNIMPORTANT/NOT VALUABLE	N/A	TOTAL	WEIGHTED AVERAGE
Monday Pledge Ceremony	33.20% 83	24.00% 60	18.80% 47	6.80% 17	7.60% 19	9.60% 24	250	2.76
Service opportunities with older classes mentoring younger classes	41.60% 104	40.80% 102	14.00% 35	1.20% 3	0.80% 2	1.60% 4	250	3.23
After-school activities such as Chess Club, Run Club, Colorado ACTS....	44.05% 111	31.35% 79	17.46% 44	1.19% 3	0.40% 1	5.56% 14	252	3.24
PTO Movie Nights	16.67% 42	19.05% 48	35.32% 89	10.32% 26	7.94% 20	10.71% 27	252	2.29
In-Person Parent Academies	21.20% 53	34.40% 86	24.80% 62	7.60% 19	4.00% 10	8.00% 20	250	2.67
Art Fair	30.00% 75	39.20% 98	22.80% 57	2.00% 5	1.20% 3	4.80% 12	250	3.00
Music Performances	35.06% 88	43.03% 108	15.14% 38	2.39% 6	0.40% 1	3.98% 10	251	3.15
Core Knowledge Feast Days	26.61% 66	38.71% 96	19.35% 48	3.23% 8	1.21% 3	10.89% 27	248	2.97

Q45 In the future, if we are able to offer Summer activities at Lincoln Academy, how interested would your student/family be interested in:

Answered: 249 Skipped: 37



2021-2022 Lincoln Academy Family-School Relationship Survey

	VERY INTERESTED	MODERATELY INTERESTED	A LITTLE INTERESTED	NOT INTERESTED	TOTAL	WEIGHTED AVERAGE
Acting/ Drama	35.98% 86	23.43% 56	14.23% 34	26.36% 63	239	2.69
Arts and Crafts	47.68% 113	25.32% 60	10.97% 26	16.03% 38	237	3.05
Bike Safety and Maintenance	26.07% 61	26.50% 62	19.23% 45	28.21% 66	234	2.50
Chess	19.92% 47	20.34% 48	20.76% 49	38.98% 92	236	2.21
Dance/Fitness	39.92% 95	25.21% 60	15.55% 37	19.33% 46	238	2.86
Family Volunteer Opportunities	30.51% 72	38.56% 91	19.07% 45	11.86% 28	236	2.88
Foreign Language	40.17% 96	30.13% 72	14.64% 35	15.06% 36	239	2.95
Game of 24/ Strategy Games	22.03% 52	32.63% 77	18.64% 44	26.69% 63	236	2.50
Literacy	31.09% 74	30.25% 72	16.39% 39	22.27% 53	238	2.70
Math	32.63% 77	30.08% 71	18.22% 43	19.07% 45	236	2.76
Rubik's Cube solving	18.64% 44	24.15% 57	22.46% 53	34.75% 82	236	2.27
Science Programs	46.06% 111	29.05% 70	13.69% 33	11.20% 27	241	3.10
Sports Clinics	54.17% 130	22.50% 54	11.67% 28	11.67% 28	240	3.19
Technology Programs	39.83% 94	32.20% 76	13.56% 32	14.41% 34	236	2.97

**Q46 In your opinion, what sets Lincoln Academy apart from other school choices available to your family?**

Answered: 150 Skipped: 136

**Q47 If you have alumni students, please give a detailed response about how Lincoln Academy prepared them for their next level of education.**

Answered: 44 Skipped: 242

**Q48 Do you have any other comments to share with us before you exit the survey?**

Answered: 56 Skipped: 230

# Facilities Committee Report April 2022

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*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), Flora Aguirre-Diaz (VANIR), Carlos Sala (Muller Engineering), Alicia Borrego (Committee Member) & Micah Gilbreath (LA Board Chair)

Facilities meetings will typically occur the first Friday of every month. This meeting was delayed one week to address City of Arvada's comments on 72<sup>nd</sup> expansion in coordination with interior drive line project at Lincoln Academy. **Next meeting May 6th (8:15-9:30 AM).**

## Executive Summary

- 72<sup>nd</sup> Project Update from Muller
- Design schedule for Lincoln Internal sitework
- Building B Roof update
- 72<sup>nd</sup> Waterline Damage Update
- Committee schedule for Priority List and Facility related Dash Board Metrics

### 72<sup>nd</sup> Project update:

- Project has 3 Construction Packages (**CP1, CP2, CP3**)
  - **CP1** (primarily utility work) is nearing completion
  - **CP2** kicked off **April 1<sup>st</sup>** will include road work on south and north sides of 72<sup>nd</sup> as well as east and west sides of Oak Street. Operations and Facilities will communicate with our community when school traffic will be affected. Best scenario this phase is completed in **1<sup>st</sup> quarter of 2023**.
  - **CP3** has 5 phases and is at 90% approval with minor comments from City, ICE, and contractor
- **CP3 - Railroad design documents are at 60%**. Railroad has strong input on "Shoe Fly" track design that will be needed to temporarily relocate the tracks while the bridge and underpass road work are completed.
- Lori has been supportive in ensuring Lincoln maintain two access points at all times when CP3 phases are in construction
- Rough estimate for completion of **CP3** is end of **2025**
- City of Arvada, CEMA, and Muller feel confident to move forward with Lincoln's interior design work to 30%
- The City of Arvada, CEMA (Contractor) and Muller all have the best interest of Lincoln and school schedule.

### Internal drive lane/parking lot design (Muller Engineering):

- Moving Facilities meeting a week to meet schedule of Muller receiving comments from the City of Arvada on the 72<sup>nd</sup> design plan set.
- 30% design package to begin in April with completion in July
- 90% design package to begin after 30% with Completion in early Fall
- 90% to 100% fairly simple (usually) Design package complete in late fall
  - Shelf package until early spring of 2023 when we will go to bid and select a contractor
- As of now team feels confident work will be completed over summer break **2023**
- Period of performance has been extended to **October 31, 2023** for construction support

### Building B Roof:

- Norm is finalizing bid next week if Board approves 2022-2023 budget
- Roof replacement costing is included in 2022-2023 budget and will not require a separate motion

### 72<sup>nd</sup> Waterline damage update:

- Indoor Restoration complete. Exterior restoration was completed to 98% over Spring Break. Norm is tracking to completion.
- Lori is tracking remaining reimbursements from the City of Arvada for internal items that were damaged.

### Facilities Committee schedule for Priority List and Dashboard Metrics:

- Committee will have working meeting in June to complete annual task of Review/Update of facilities priority list
- Committee will delegate work for obtaining and placing facilities metrics on dashboard (May/June)
- Committee is working to obtain bids for decision of rental properties work/abatement demo with Building Corp.

Proposed Motions: None

### Additional Facilities Updates:

*Action item for next Facilities Committee meeting: 72<sup>nd</sup> project schedule, Interior driveline design documents, Rental Properties discussion with Building Corp.*

Next Facilities meeting at Lincoln Academy will be May 6th at 8:15 am – 9:30 am. Contact Micah Gilbreath if you would like to join this committee [micahgilbreath@lincolnacademy.net](mailto:micahgilbreath@lincolnacademy.net)

### Facilities Committee goals for the 2021-2022 school year:

- **In progress:** Update our facilities priority list on a bi-annual basis. The list includes improvements and needs for campus buildings and grounds.
- **Completed:** boiler instillation on south end of building A
- **Completed:** two new exterior security doors.
- **In progress:** Continue to develop design and planning for interior infrastructure site improvements in coordination with the City of Arvada's 72<sup>nd</sup> project.
- **In progress (Summer of 2022 construction):** Design and install the HVAC for the three existing condensers serving building A office hallway as well as the ten units serving Building C.
- **Completed:** Discuss ATV pricing for snow removal and possible ways to fund

### Facilities Committee goals for the 2022-2023 school year:

- **In progress:** Addition of facilities data/metrics to BoD internal dashboard
- **In progress:** Partial Roof replacement on Building B
- **In progress:** Exterior door updates on Building B
- **In progress:** Coordinate with PTO on further playground enhancements/buddy benches
- **In progress:** assist in management of design package for Internal driveline work



# Financial Report

## Treasurer

March 2022 Report

Presented on April 11th, 2022

Finance Committee:

*Jeff Baucum, Lincoln Academy Board Treasurer*

*David Schoenhals, Executive Director*

*Cindie Poulter, Lori Woods*

*Parent Members: Jeff Leniger, Travis Harrison, Amanda Corrion*

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

# 2021-22 LA Budget Review

## March 2022

- **Student FTE:** The student count for 2021-22 sits at 719.0 at the Oct 1st official count. This represents a drop of 4.8% from budget goals. Prior year budget was estimated at 764 students demonstrating year-over-year decline in student population at LA.
- **Revenues:** Annual Revenue was impacted significantly by declining student FTE count but was offset by the approved increase in PPR funding from the State. Additional funding source estimates and adjustments have been noted in the Working Budget with minimal impact on the annual revenue (PPR increase of \$74 per student]. The one-time payment for the purchase of land is captured in Proceeds-Surplus Property account for \$625,000. Note: ESSER 3 funds have not been included in either the budget or financials through Jan.
- **Salaries & Benefits:** Salaries & Benefits continue to run as expected at this point of the year after accounting for open positions. \$18k was shifted from salaries to Contracted services to support technology needs. Impact from ESSER 3 funds and approved Staff Bonuses will be in next month Forecast.
- **Purchased Services:** Purchase services will be an area of fluctuation for 2021-22. Several line items including construction, fees and contracted service are expected to increase in response to general inflation and item shortages current being experienced. Overall, the finance team is expecting to be over the initial budget throughout the year as many reserved were eliminated during the budget planning. LA will see a small decrease in District fees due to lower PPR funding.
- **Materials:** Materials are on track to meet budget and are on track with no material concerns to note.
- **Capital:** Capital costs of \$141k have been projected based on current budget projection for Boiler replacement which has been completed. HVAC redesign is completed with Board approval for \$366k to complete the project.
- **Margin:** The initial approved budget had a margin of (\$56,080) in contrast to the Working budget margin of \$347,817, increase of \$405k in overall margin as a result of the sale of land. Operating Margin is expected to be \$87,497. The original budget was approved along with the FTE adds and Capital boiler costs in anticipation of the PPR increase by the State. The student count drop impacted the overall margin estimates. Administrative staff has been thoughtful in their approach to spending based on school priorities.

# 2021-2022 LA Budget Highlights

- Revenue Rise and Decline
  - LA's lower student count essential cut in half the positive impact of the State's increase to the PPR. Expenses will be closely monitored to determine what steps can be taken to mitigate the impact.
- Property Improvements
  - With the refinancing of the Lincoln Academy Bonds, account this year will be complicated tracking costs against the overall infrastructure project and operations. The finance team will work to provide clear reporting to allow the BoD and community to understand where funds are being spent.
  - Additional property repairs and upgrades have been requested. Both expenses and cash balances will be reviewed to cover these new requirement.
- Margin Watch:
  - LA's Net and Operational margins for 2021-22 will be closely monitored.
- COVID-19 & Revenue funding opportunities:
  - Maximizing the opportunity to support our mission and vision from pandemic related funding. ESSER 3 funds will be utilized to support student growth and recovery.
- Cash & Days Cash on Hand
  - After refinancing the 2013 Bond, LA ended up with additional cash of over \$1.87M that will be place in our capital funding account to cover costs associated with the approved Infrastructure work including impact from the 72<sup>nd</sup> expansion. An additional \$625k from the sale of 72<sup>nd</sup> land to the city will be part of the leadership's team strategic planning process to maximize opportunity for LA. Overall cash position will be tracked based on general inflation and initiatives required to meet LA's mission.

# Finance Goals

Goal: Operating Margin: 2.0%

Projected Budget Margin: 1.0%

After accounting for refunding from Bond proceeds, sale of land and capital projects.

Note: Operational Margin will exclude one-time capital expenditures & revenues from the calculation but include debt service as a recurring cost.

# Motion

The 2022-23 Budget was presented in March to allow for discussion and questions from the Board of Directors.

*Motion: To approve the 2022-23 Budget as presented and discussed.*

# 2021-22 Financial Council Projects

*One update to report on current finance council project for the Dec BoD meeting*

- **Salary / Compensation Market Comparison (due by Jan for Budget)**
  - Lead by Travis Harrison - completed
- For Budget purposes - Administrative structure comparison to other charter schools. (due by Jan for Budget)
  - Lead by Jeff Baucum
- Policies update - Approval levels and process (who, when, \$)
  - Operational vs Capital
    - Lead by Amanda Corrion
- Creation of Financial Scorecard with Goals (roll up to BoD scorecard). Due in Oct for presentation to BoD in Nov
  - Lead by Jeff Leniger – in process
- Development Grant Support - research, sources, process, applications
  - Lead by Travis Harrison

# Statement

The finance committee believes that Lincoln Academy is in a good financial position regarding the 2021-2022 school year. The school has a robust carry-forward that will allow leadership and Board of Directors to plan for the next five to ten years of operational and capital requirements, including in the areas of the educational environment, warm-safe-dry building and employee salaries.

We continue to support a conservative fiscal approach, established by LA's policies, as the school looks forward to future dynamic opportunity in academic leadership, student support, and the Lincoln community.

# Lincoln Academy Board of Directors 2022-23 Budget Forecast

April 2022

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



# Finance Committee Members

- ▶ Jeff Baucum: BoD Treasurer, Parent Member
  - ▶ [jeffbaucum@lincolnacademy.net](mailto:jeffbaucum@lincolnacademy.net)
- ▶ David Schoenhals: Executive Director
- ▶ Lori Woods: Operations Lead
- ▶ Cindie Poulter: Business Manager
- ▶ Khila Stacey: Financial Secretary
- ▶ Amanda Corrion: Parent Member
- ▶ Travis Harrison: Parent Member
- ▶ Jeff Leniger: Parent Member

# Budgeting Strategy Reminder

- ▶ Conservative revenue forecasts
- ▶ Prioritized “Return on Education”
  - ▶ Assigning resources directly towards student success
  - ▶ Prioritizing people
    - ▶ Maximized COLA increases within conservative revenue forecasts
    - ▶ Potential for increased COLAs with increased student head counts

# Changes Since March

- ▶ Increased Student Head Count
- ▶ Increased COLAs
  - ▶ Teachers and Support Staff
  - ▶ Educational Assistants
- ▶ Increased Health Benefit Contributions

# Updated Revenue Forecasts

- ▶ Student Enrollment: Conservatively budgeting for 753 students
  - ▶ Working to actively fill classes with a few extra students to allow for any summer attrition

Grade	Number Enrolled for 22-23	Projected Number	Number of openings	suggested enrollment number	Number on the waitlist as of 4-6-22
<b>K Full Day</b>	86	88	2	92	0
<b>1</b>	92	88	-4	92	10
<b>2</b>	80	80	0	80	0
<b>3</b>	87	84	-3	87	8
<b>4</b>	84	84	0	87	4
<b>5</b>	87	84	-3	87	4
<b>6</b>	87	84	-3	87	32
<b>7</b>	85	84	-1	84	8
<b>8</b>	77	77	-1	77	13
<b>Total</b>	<b>765</b>	<b>753</b>	<b>-13</b>	<b>773</b>	<b>79</b>

# Revenue Forecasts cont'd

- ▶ Per Pupil Revenue (PPR)
  - ▶ Budgeting for a 6.4% increase (\$9,272 per student)
    - ▶ Governor's Proposed Budget proposed \$9,319 per student
- ▶ Mill Levy Values
  - ▶ Budgeting for a 2.7% Decrease
- ▶ No other significant revenue changes

# Expense Forecasts

- ▶ Materials and Purchased Services
  - ▶ No changes since March
- ▶ Special Education Fees
  - ▶ Budgeting for a 3.7% Increase in fees paid back to the District (change of \$20 per student)

# Expense Forecasts cont'd

## ▶ Salaries and Benefits

- ▶ 6% COLA Increase to Teacher Scales
- ▶ Resultant 8.54% average increase across all teacher salaries
- ▶ Bachelor's Degree Scale (\$41,626 to \$67,791)
  - ▶ 87% - 101% of 21-22 District (96.5% on average)
  - ▶ 93% - 107% of 22-23 Pinnacle
  - ▶ 101% - 115% of 22-23 Excel
  - ▶ JA and WWA do not post scales that allow for similar comparisons
- ▶ Master's Degree Scale (\$44,005 to \$82,063)
  - ▶ 89% - 99% of 21-22 District (95.3% on average)
  - ▶ 94% - 114% of 22-23 Pinnacle
  - ▶ 101% - 112% of 22-23 Excel
  - ▶ JA and WWA do not post scales that allow for similar comparisons

# Expense Forecasts cont'd

- ▶ Sample Teacher Growth
  - ▶ BA: Step 2 in 2021-22, paid \$41,514 → Step 3 in 2022-23, paid \$44,005 (6% increase)
  - ▶ BA: Step 3 in 2021-22, paid \$41,514 → Step 4 in 2022-23, paid \$47,573 (14.6% increase)
- ▶ 25% Increase to Education Assistant Scale
  - ▶ 95% - 105% of District
  - ▶ \$15.71 - \$20.00 per hour
- ▶ 6% Increase or appropriate market adjustment to Support Staff
- ▶ 0.5% Increase to PERA Contributions (21.44% average)
- ▶ \$529 Monthly Health Insurance Contribution
  - ▶ Up from \$500 to match District

# 2022-23 General Fund Margin Forecast

- ▶ Revenue: \$9,144,636
- ▶ Expenses: \$9,089,207
  - ▶ Salaries: 5,173,329 (56.9%)
    - ▶ 6.9% Administration
  - ▶ Benefits: \$1,598,368 (17.6%)
  - ▶ Purchased Services: \$1,494,250 (16.4%)
    - ▶ 43.9% Required District Fees
    - ▶ 23.5% Required Bond Payments
  - ▶ Debt Services: \$459,024 (5.1%)
  - ▶ Materials and Supplies: \$314,235 (3.5%)
  - ▶ Capital Outlay: \$50,000 (0.5%)
- ▶ Margin: \$55,428 (0.61%)
  - ▶ Planned ESSER 3 salary savings (second social worker, math interventionist)
  - ▶ Resultant General Fund Margin: \$134,117 (2.07%)

# LINCOLN ACADEMY CHARTER SCHOOL

## 5 Year Plan 2022 - 2027

	School Year	School Year	School Year	School Year	School Year
	2022-23	2023-24	2024-25	2025-26	2026-27
	1	2	3	4	5
STUDENT ONE DAY COUNT	753.0	760.0	760.0	760.0	760.0
PPR	\$ 9,272	\$ 9,689	\$ 10,125	\$ 10,581	\$ 11,057
REVENUE	\$ 9,144,636	\$ 9,696,311	\$ 9,929,300	\$ 10,326,635	\$ 10,741,339
Salaries	\$ 5,173,330	\$ 5,426,133	\$ 5,692,090	\$ 5,971,917	\$ 6,266,374
Benefits	\$ 1,598,369	\$ 1,690,041	\$ 1,787,107	\$ 1,889,892	\$ 1,998,743
PURCHASE SERVICES	\$ 1,953,275	\$ 2,036,447	\$ 2,093,962	\$ 2,110,254	\$ 2,126,965
MATERIAL AND SUPPLIES	\$ 314,235	\$ 320,520	\$ 326,930	\$ 333,469	\$ 340,138
CAPITAL OUTLAY	\$ 50,000	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000
Total Expenditures	\$ 9,089,208	\$ 9,548,141	\$ 9,975,089	\$ 10,380,532	\$ 10,807,221
Building Fund Contingency	\$ -	\$ -	\$ -	\$ -	\$ -
REVENUE OVER EXPENSES	\$ 55,428	\$ 148,170	\$ (45,789)	\$ (53,897)	\$ (65,882)
Operating Margin	0.6%	1.5%	-0.5%	-0.5%	-0.6%
CARRYFORWARD	\$ 5,641,160	\$ 5,789,330	\$ 5,743,541	\$ 5,689,644	\$ 5,623,763

# LINCOLN ACADEMY CHARTER SCHOOL

## 5 Year Plan 2022 - 2027

	School Year	School Year	School Year	School Year	School Year
	2022-23	2023-24	2024-25	2025-26	2026-27
	1	2	3	4	5
<b>STUDENT ONE DAY COUNT</b>	<b>753.0</b>	<b>760.0</b>	<b>760.0</b>	<b>760.0</b>	<b>760.0</b>
PPR	\$ 9,272	\$ 9,689	\$ 10,125	\$ 10,581	\$ 11,057
Capital Reserves	\$ 463,350	\$ 463,350	\$ 463,350	\$ 463,350	\$ 463,350
School Obligation	\$ 7,785,168	\$ 7,785,168	\$ 7,785,168	\$ 7,785,168	\$ 7,785,168
Operating Debt Ratio (<18% of Rev)	5.0%	4.7%	4.6%	4.4%	4.3%
Working Cap Balance (>8% of PY Exp)	65.1%	63.7%	60.2%	57.0%	54.2%
Occupancy as % of Expense (<15%)	8.9%	8.5%	8.3%	8.1%	7.8%
TABOR RESERVE (>3% of Rev)	61.7%	59.7%	57.8%	55.1%	52.4%
Lease Adj MADS (>1.5)	1.12	1.32	0.90	0.88	0.86
Margin to Debt Expenses (>10%)	12.1%	32.3%	-10.0%	-11.7%	-14.4%
Debt Service Coverage (>1.0; 1.1 better)	1.12	1.32	0.90	0.88	0.86
Unrestricted Cash as % of Exp (8%<>17%)	51.2%	49.8%	46.7%	43.9%	41.2%
Days Unrestricted Cash on Hand (>40)	217	212	201	191	180

# Steps to Move Margin

- ▶ ESSER 3 Salary Savings (\$133,545)
- ▶ Each Additional Student (\$10,156 per student)
  - ▶ Proposed 773 Head Count would raise margin by \$203,120
- ▶ Teacher COLA (\$43,328 for every 1% change)
- ▶ Educational Assistant COLA (\$26,006 for every 5% change)

# Cash Reserves Conversation

Cash Carry Forward Projections		
2020-21 Ending Cash Balance	\$5,237,915	
Projected 2021-22 Margin as of March 2022	\$567,533	Includes Landsale, Boiler Replacement, HVAC Design Work, Committed Parking Lot Design Work
Approved HVAC Upgrades	-\$366,100	
2021-22 Projected Ending Cash Balance	\$5,439,348	
Staff Bonus	-\$185,000	
Chromebook Purchase	-\$65,000	
2021-22 Revised Ending Cash Balance	\$5,189,348	
Proposed Infrastructure Project	-\$1,649,132	Currently Uncommitted Project Funds
Projected Cash Balance After Driveline Completion	\$3,540,216	Assumes no additional funds added to the project
Approximate Salary Recovery from ESSER3	\$280,000	Other ESSER3 initiatives are cash neutral
Proposed 2022-23 Margin	\$55,248	Margin will increase with additional Student Head Count
Restricted for Debt Services as of June 2021	-\$615,677	
Restricted for TABOR as of June 2021	-\$180,285	
Free Unrestricted Cash Balance	\$3,079,502	
Daily Operating Cost Based on FY23 Expenditures	\$24,657.53	Assumes \$9,000,000 yearly expenditures
Resultant Cash Days on Hand	125	
Resultant Cash Days on Hand (Unrestricted)	157	Dropping Cash Days on Hand to 110 days would set aside \$1,158,904 available for Building B Fund

# Motion Discussion

- ▶ Jeff Baucum: Motion to approve the 2022-23 budget as presented and discussed.

# Governance Committee Report

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## Executive Summary

Here are updates to the strategic plan:

- Board Dashboard – Working on making the dashboard available to the board.
- Update policies and by-laws – No update
- Board Evaluation – No update – see current scoring
- Executive Director Evaluation – We are using the evaluation this month. Please provide any feedback on it.
- Board Training – List of modules to review for this month and next month.

## Strategic Plan

### Board Dashboard

Unfortunately, I was unable to get the board dashboard available this month. I will continue to work towards that goal.

I'm looking forward to working with each committee to add more details from each committee to the dashboard.

### Update Policies and By-laws

No update this month.

Review:

#### 1.1.1 President's Role

The President assures the integrity and fulfillment of the Board's process and occasionally represents the Board to outside parties.

- (1) The President is charged with assuring that the Board behaves consistently within its own rules and those legitimately imposed upon it from outside the organization.
  - a. Discussion content during meetings will only pertain to issues that, according to Board Policy, clearly belong to the Board to decide, not the Executive Director.
  - b. Deliberation will be fair, open and thorough but also timely, orderly and to the point.
- (2) The President is authorized to use any reasonable interpretation of the provisions within the Board's Governance Process and Board-Executive Director Linkage policies.
  - c. The President is empowered to chair Board meetings with all the commonly accepted power of that position (for example, ruling and recognizing).
  - d. The President has no authority to make decisions about policies created by the Board within the Ends and Executive Limitations (Means) policy areas. Therefore, the President has no authority to supervise or direct the Executive Director.
  - e. The President may represent the Board to outside parties in announcing Board-stated positions and in stating decisions and interpretations that are delegated to him.
  - f. The President may delegate authority but remains accountable for its use.

## Board Evaluation

I have created an online evaluation form to be filled out by board members. I have pulled from multiple different sources and tried to build one that is relevant for how our board operates. This should be completed by each board member (including David) by May 4<sup>th</sup>. Here are some details on the evaluation:

- I estimate that it will take 30 minutes to completely fill this out. I would recommend that you first spend some time looking at each of the questions before answering. You can't save the evaluation mid-way through, but will want to fully complete it.
- There are a total of 40 questions with a scale of 1-5 on each question broken into 10 different sections or "requirements".
- Each requirement also includes a text answer form for adding reasons as to why you put in your scores the way you did. It also has a text answer where you can add ways that the board can improve in that area of responsibility.
- There is also an individual response section at the end with 24 questions. This will not be shared with the full board, but will be used to see if there are ways we can improve our board training and processes.
- There is a final text answer to provide feedback on the overall process.

In addition, I will need to hear back from each committee chair the status of their goals for the year. If you can provide me updated status by May 1<sup>st</sup>, that would be helpful. Here are the current goals for each committee:

Committee Name	Goal Title	Status
Facilities Committee	72nd and Entrance Planning	In Progress
Facilities Committee	ATV Purchase	Completed
Facilities Committee	Boiler Building A	Completed
Facilities Committee	Commercial Freezer	Not Doing
Facilities Committee	Exterior Security Doors	Completed
Facilities Committee	HVAC Building C	Proposed
Facilities Committee	PTO Playground	In Progress
Facilities Committee	Update Priority List	Proposed
Finance Committee	Administrative structure comparison to other charter schools	Proposed
Finance Committee	Creation of Financial Scorecard with Goals	Proposed
Finance Committee	Development Grant Support	Proposed
Finance Committee	Policies update - Approval levels and process	Proposed
Finance Committee	Salary / Compensation Market Comparison	Proposed
Governance Committee	Board Dashboard	In Progress
Governance Committee	Board Evaluation Tool	In Progress
Governance Committee	Board Training	In Progress
Governance Committee	Executive Director Evaluation	In Progress
Governance Committee	Update Board Policies	In Progress
School Accountability Committee	Maximize Engagement	Proposed

I will be using the board self-evaluation as 50% of the score and the metrics the other 50% of the score.

### Executive Director Evaluation

After using this evaluation process, please provide any feedback or recommendations on improvements.

### Board Training

Here is the list of training modules to review for the April meeting:

- Grant Writing
- Fundraising Resources
- Capital Improvements

Here are the modules to review for May:

- Special Education
- Pitfalls to Avoid
- Additional Best Practices

## Other Business

### Next Meeting

To be determined

## Board Evaluation Scoring for 2021 - 2022

Mtg Item To Board	Mtg Item Posted	Motion to Board	Motion Posted	Eval to Evaluator	Eval to Board	Reg Mtg On Time	Special Mtg On Time	Mtg Length	Committee Goal	Total	Total %
8	9	7	8	10	10	6		2	2	62	69%

A few notes:

- Our current on-time percentage is 56%.
- Our meeting length average is now 4:32
- Our motions to the board prior to a meeting is 71%, while our posting of motions is 82%.